



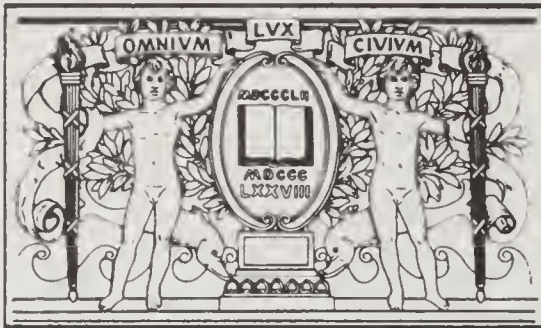
GOV DOCS

HQ

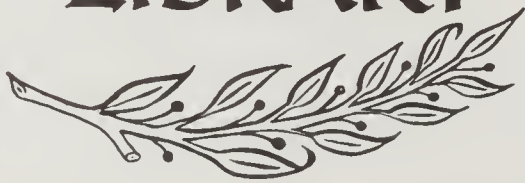
76.3

.M42B6

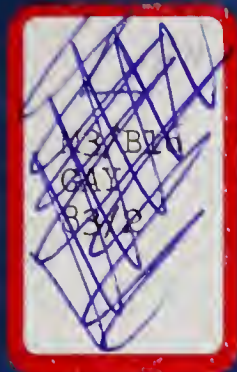
1983x



BOSTON
PUBLIC
LIBRARY







EXECUTIVE SUMMARY



THE BOSTON PROJECT

TOWARD AN AGENDA
FOR GAY & LESBIAN
CITIZENS

CITY OF BOSTON
KEVIN H. WHITE, MAYOR



Digitized by the Internet Archive
in 2012 with funding from
Boston Public Library

<http://archive.org/details/bostonprojectow00mcna>



CITY OF BOSTON
OFFICE OF THE MAYOR
CITY HALL, BOSTON

KEVIN H WHITE
MAYOR

December 15, 1983

To the Reader:

The Boston Project was a year-long study by the City of Boston, in conjunction with the Gay and Lesbian Community, of how we might better meet the needs of this often neglected constituency. The nearly 200 recommendations contained in this Executive Summary represent an unprecedented collaborative effort on the part of almost 2000 City and Community representatives. I have carefully reviewed this agenda for Mayoral action and find it both worthwhile and workable. I urge you to read these results.

Gay men and women contribute significantly to the life and vitality of Boston. However, because of societal ignorance about homosexuality, many are subjected to physical and verbal abuse and discrimination in employment, housing and services. As part of my commitment to ensuring the equal rights of the Gay and Lesbian Community, The Boston Project probed how the City could address these injustices. You will find that this study not only provides a realistic course of action but that it also serves as a model for reaching out to other disenfranchised minorities.

In the remaining days of my administration, I commit myself to implementing those recommendations which call for The Boston Project to be an essential document in the transition process. It is incumbent upon not only the next administration but also all those who worked on and support The Boston Project to ensure the other recommendations are implemented.

Sincerely,

Kevin H. White
Mayor



CITY OF BOSTON
OFFICE OF THE MAYOR
CITY HALL, BOSTON

KEVIN H. WHITE
MAYOR

November 10, 1983

The Honorable Kevin H. White
Mayor
City of Boston
City Hall
Boston, Massachusetts 02201

Dear Mayor White:

I am pleased to present to you, for your consideration and support, the results of The Boston Project. These results are in the form of recommendations for action and advocacy by the Mayor of Boston to effectively tailor City services to better meet the needs of gay and lesbian citizens. The recommendations represent a year of unprecedented dialogue between and work by knowledgeable representatives of the Gay and Lesbian Community and City of Boston department heads, commissioners and other key staff members.

Commanding the attention of nearly 2000 participants, The Boston Project, sponsored by your office, produced over 1,000 pages of transcripts in which citizens articulated their experiences in seeking services from the City and in living in Boston's neighborhoods. Special Panels and Roundtables on police relations, health services, human services and other critical areas were complemented by the mailing of 6000 surveys to the Gay and Lesbian Community. The results of the survey provide us with the first documented evidence of discrimination based upon sexual orientation in the City. The transcripts represent not only an articulation of issues and needs but consensus among citizens and government representatives on how those issues and needs effectively can be addressed.

CORE RECOMMENDATIONS

There are nearly 200 recommendations which I present for Mayoral response. Of these, there are four strikingly recurrent calls for action. They are:

EDUCATION

That the Mayor direct all department heads to initiate periodic in-service training for all key personnel on the needs of gay and lesbian citizens.

Throughout each of the Special Panels and Roundtables, there was a clear and consistent call for Mayoral leadership in addressing the critical need for education about homosexuality in every major City department for every key employee, with particular emphasis given to the Police Department, the Department of Health and Hospitals and the Boston Public Schools. Education is seen as the most effective means of eliminating bias which is often responsible for ineffective deployment of City services. An important component of that education is the active involvement of openly gay men and lesbians at every level of government, most especially in the Police Department.

PARTICIPATION

That the Mayor use all of his appointive powers to ensure the participation of gay and lesbian citizens at every level of government, including Boards and Commissions.

LEGISLATION

That the Mayor introduce and lobby for legislation at the City level which would prohibit discrimination based upon sexual orientation in employment and credit, advertise and continue to strongly enforce legislation which prohibits discrimination based upon sexual orientation in housing, and actively lobby for similar legislation at the state and federal levels.

The introduction and support of protective legislation were underscored as essential in eliminating discrimination in the provision of City services and in Boston's neighborhoods, where many gay and lesbian citizens live in fear. The Executive Order which prohibits discrimination based upon sexual orientation in City employment and services needs to be more widely disseminated throughout all City departments as an initial step. Likewise, the existence of the Fair Housing Ordinance which prohibits discrimination based upon sexual preference needs to be publicized. Thirteen (13%) of the survey respondents indicated they have experienced discrimination in housing. A strong City ordinance prohibiting discrimination in employment and credit is required to address the pervasive injustices which exist in those areas. According to the survey, 20% of the respondents had lost employment opportunities because of their sexual orientation and 28% agreed they would be fired if their employer learned of their sexual orientation.

COMMUNITY CENTER

That the Mayor assist the Gay and Lesbian Community in securing a safe and accessible Community Center.

Recognizing that efforts have been made to locate an appropriate building for a Community Center, participants in The Boston Project repeatedly emphasized the need to make securing such a facility a top Mayoral priority. Such a Center, if located in a safe and accessible

area of Boston, would enable many segments of the Gay and Lesbian Community to address needs which are not or cannot be addressed by City government, such as having a place where gay youth can meet in an alcohol-free environment.

Despite the diversity of the complete list of recommendations, nearly all of which were tailored to the specific issues of Police and Community Relations, Health and Hospitals, Human Services, Women's Concerns, People of Color, Education, the Penal Institutions Department, Artists and Neighborhoods, three other critical issues were raised as priority items by many of the participants. They were:

- 1.) The need to address the problem of anti-gay attacks and enable gay victims of harassment to secure sensitive and professional responses from the Police Department;
- 2.) The need for a coordinated effort on the part of the City to address the AIDS crisis and its physical and psychological effect upon the Gay and Lesbian Community.
- 3.) The need for a comprehensive sex education program in the Boston Public Schools so that young people can learn about homosexuality in the context of a wholesome approach to sexuality in general.

STRATEGY FOR ACTION

On behalf of all those persons involved in The Boston Project, I request that you take appropriate measures to call attention to your appreciation of the significance of the work and results of The Boston Project. In this regard, I request that you present these recommendations, as an essential part of the transition process, to the next Mayor of the City of Boston with the strong encouragement to:

- 1.) Continue the position of Mayor's Liaison to the Gay and Lesbian Community;
- 2.) Initiate and participate in an immediate briefing session with his key appointees on the recommendations of The Boston Project by the current Liaison to the Gay and Lesbian Community to ensure that they are understood and made a top priority.

SUMMARY

The Boston Project, in my estimation, was a critical success for which you can be proud. In addition to meeting its twofold goal of identifying many of the unmet needs of the community and defining workable means of addressing those needs and of initiating a groundbreaking dialogue between City government and the Gay and Lesbian Community, The Boston Project produced a variety of other important benefits. Among these achievements, the Project:

REDUCED ALIENATION

*significantly reduced for many gay and lesbian citizens the alienation and disenfranchisement they have felt from City government. This was accomplished by inviting community representatives into City Hall to work as a team with department heads and commissioners in designing an agenda, discussing as equals the issues and formulating consensus on recommendations. For the 6000 individuals who received a copy of the questionnaire, it was the first time that a government had reached out to them with genuine interest on how they assessed life as a gay person.

INCREASED UNDERSTANDING

*created an understanding between representatives of the Gay and Lesbian Community and City government on the issues and obstacles each face. The participants from City government completed their work on the Project with a knowledge of the needs of this community that they will take into all future endeavors. The representatives of the Gay and Lesbian Community completed the work of the Project with an increased understanding of the workings of City government which they can now use to more effectively strategize the means to have their needs met.

EDUCATED GENERAL PUBLIC

*drew public attention to the issues faced by gay and lesbian citizens, which in itself was part of the education so often underscored as needed by the Project participants. Press releases, media interviews and reports on the activities of The Boston Project legitimized, for many who needed it, the appropriateness of government taking seriously the concerns of gay and lesbian citizens.

PROVIDED A MODEL

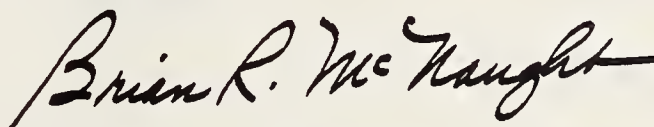
*provided a model for other cities and other levels of government on how to effectively discover the concerns of the Gay and Lesbian Community. This model of intensive dialogue and analysis also can serve as a powerful frame for incorporating the needs of any under-represented community at the critical stages of policy development.

For many gay and lesbian citizens there are few surprises in either the findings or the recommendations of The Boston Project. Some skeptics may even criticize the effort as a waste of time and money, insisting that government should have been aware of these needs and issues all along. While it is true that representatives of the Gay and Lesbian

Community have, for many years, articulated issues and needs through a variety of forums, no forum to date has succeeded in documenting for public consumption the discrimination experienced by gay and lesbian citizens, nor in garnering the attention to those needs of individuals, who, by virtue of their position, have the ability to effectively address them. Even more rarely has a City government taken steps to explain to its citizens its operations, resources and constraints as comprehensively as this government has through The Boston Project.

In conclusion, I thank you for the opportunity to initiate and implement The Boston Project. It has been the single most significant endeavor of my 10 years of work on the issues and needs of the Gay and Lesbian Community. I also call your attention to the dedication and fine work of The Boston Project team members, Gary Laforest, who designed and coordinated much of the process, Lisa Christie, who facilitated and monitored the survey, among other tasks, Tom McNaught of the Survey Research Office who directed that office's creative and processing efforts on the survey and Kath Graves, who supplied invaluable technical assistance. In addition, I commend the on-going direction, assistance and support of Lisa Savereid, Deputy Director of the Office of Policy Management and the constant encouragement and commitment of Deputy Mayor Micho Spring, without whom The Boston Project would not have been possible.

Sincerely,

A handwritten signature in black ink, reading "Brian R. McNaught". The signature is fluid and cursive, with a long horizontal stroke at the end.

Brian R. McNaught
Liaison to the
Gay and Lesbian Community

TABLE OF CONTENTS

I.	Forward by Brian McNaught.....	Page 1
II.	Overview of Recommendations.....	Page 8
III.	Police and Community Relations.....	Page 9
IV.	Human Services (Youth, Handicapped & Elderly).....	Page 14
V.	Health and Hospitals.....	Page 22
VI.	Women's Concerns.....	Page 28
VII.	People of Color.....	Page 34
VIII.	Education.....	Page 39
IX.	Penal Institutions Department.....	Page 44
X.	Artists.....	Page 49
XI.	Neighborhoods.....	Page 54
XII.	Related Recommendations.....	Page 59
XIII.	Survey Results.....	Page 60
XIV.	Survey Methodology.....	Page 67
XV.	Boston Project Methodology.....	Page 69

FORWARD

By Brian McNaught

When Mayor Kevin White hired me as his Liaison to the Gay and Lesbian Community, he defined the job's priority as ensuring that gay and lesbian citizens receive full and equal access to City services. From discussions he had with Community representatives, he recognized that many gay men and lesbians feel "disenfranchised" -- feel that they are denied their rights and privileges.

Though fired from a job in the past because of my homosexuality, I was not a gay man who felt denied City services. Perhaps that was because I had little reason to call upon the police or health care professionals. And yet, from my years of involvement in the Gay and Lesbian Community, I knew that many men and women articulate a fear of police and a distrust of government. I had heard horror stories of gay men's homes being robbed and of responding police officers being abusive when they discovered the victims were gay. I also recognized that I would fear the same response if my home were robbed.

Part of my job description was also to educate City departments on the needs of gay men and lesbians. I learned at an early stage that while many departments were willing to cooperate, key personnel often had the nagging question of "why". There seemed to be little awareness of the pervasive discrimination encountered by homosexuals in society nor of how their departments might address that issue.

For the first six months on the job, I answered and followed through on numerous telephone complaints from gay and lesbian citizens who were afraid to ask for City services or who had asked and felt they had not received fair treatment. People called about discrimination they had experienced in housing. Landladies wanted them out when they discovered they were gay. One man reported being mugged, staggering for help to a police officer and being told, "You ought to be more careful about who you try to pick up."

It wasn't long before I accepted a few basic premises about the work of ensuring that gay men and lesbians receive full and equal access to City services. They were:

1. The pervasive misunderstanding and ignorance about homosexuality which creates and feeds homophobia in much of society also affects the work of City government;
2. City services were not designed with gay people in mind;
3. The fear of the effects of disclosure ("I'm gay") prevents many gay men and lesbians from articulating their needs or seeking redress for wrongs committed against them.

I observed that I could spend all of my time answering the telephone and addressing individual complaints or I could continue to provide that service and devise a means of addressing the systemic issues which create the need for a Liaison to the Gay and Lesbian Community. I chose the latter action.

From the very beginning a collaborative effort, born of conversations with community leaders and government professionals like policy managers and program analysts, The Boston Project was designed to bring together key representatives of the City and of the Gay and Lesbian Community. Working as a team, they would: 1) identify, for the record, when and why gay and lesbian citizens were not requesting or receiving City services and 2) recommend to the Mayor practical means to alleviate those problems.

We envisioned panels of police officers, doctors, department heads and commissioners sitting at the same table with gay and lesbian bar managers, attorneys, and other knowledgeable representatives of the Gay and Lesbian Community. Together they would listen to governmental and social service providers and to the people who privately call my office with shocking stories of abuse. We wanted these Advisory Committee teams, based upon their experience, expertise and the testimonies of our witnesses, to help us formulate workable recommendations to the Mayor on how City services could be tailored to better meet the needs of the Community.

The Boston Project was designed to achieve at least four objectives:

1. To increase awareness among City administrators of the needs of gay and lesbian citizens;

This was to be accomplished by involving many of those administrators in the process and by the wide distribution of the Project's results. This new awareness, or learning, has often succeeded in prompting administrators to take actions on their own.

2. To begin to reduce the effects of the feeling of disenfranchisement among gay and lesbian citizens;

Even services which are tailored to meet the needs of gay and lesbian citizens will be ineffective if this constituency feels so disenfranchised that they do not request services. By bringing Community leaders and other gay and lesbian citizens into City Hall as equal participants, we hoped to ensure that the recommendations would truly reflect Community needs and that the word would go out that there can be full and equal access to City services.

3. To increase city-wide understanding of the special needs of gay and lesbian people;

The City of Boston can only affect one aspect of the lives of gay men and women. To eliminate the horrors of living in some city neighborhoods requires the education of the general population and administrators at other levels of government. Through the anticipated media coverage of the Project, we hoped to legitimize gay and lesbian issues and needs at a time when they are still receiving only scant recognition.

4. To lay the foundation for a continuing dialogue about gay and lesbian life in the city.

Accepting the fact that The Boston Project would achieve less than we hoped for but more than we expected, we knew that what was started here had to be only a beginning. By creating teams of City and Community representatives, we anticipated a networking that would last well beyond the completion of the study. Given the changing of the guard in City Hall, it is particularly important that the discussions be continued within the next administration.

With the enthusiastic support of Micho Spring, Deputy Mayor for Policy Management and the highly skilled and dedicated participation of Gary Laforest and Lisa Christie, The Boston Project was designed to include a survey questionnaire, several brainstorming Roundtables, three Special Inquiry Panels and Neighborhood Hearings. We chose as our focus:

1. Police and Community Relations -- What experiences do gay men and lesbians have with the Police Department when they are victims of crimes, when they are arrested and when they are in their neighborhoods and social settings? How do police officers perceive the Gay and Lesbian Community?
2. Human Services (Youth, Handicapped and Elderly) -- What services are provided by the City and are they designed to incorporate the needs of gay and lesbian youth, handicapped persons and elderly?
3. Health & Hospitals -- What are the primary health concerns of gay men and lesbians and is the City addressing them? Can gay and lesbian citizens expect sensitive treatment in the Neighborhood Health Clinics?
4. Women's Concerns -- What unique issues do lesbian women face which might not be addressed in the other hearings?
5. People of Color -- What unique issues do gay and lesbian Blacks, Hispanics and Asians face which might not be addressed in the other hearings?
6. Education -- What information about homosexuality is available in the Boston Public Schools and what services are afforded gay and lesbian students?
7. Penal Institutions Department -- What are the experiences of gay men, transsexuals and transvestites sent to the Suffolk County House of Corrections? Are provisions made to ensure their safety?
8. Artists -- Is the relationship between doing art and being gay or lesbian a significant one? When the City sponsors public events and provides financial support, are gay and lesbian artists involved and included?
9. Neighborhoods -- What is life like for gay men and lesbians living in Boston's neighborhoods? Do those experiences differ from neighborhood to neighborhood?

Having designed The Boston Project to ensure the broadest possible participation by the Gay and Lesbian Community, the next challenge was to secure that involvement. Many gay men and women enthusiastically endorsed and collaborated on the format of the Project and several key organizations wrote letters of support. The diversity of the Community and the timing of the Project (an election year), however, made securing the goal of total involvement no small task. Predictably, several people articulated concerns about why The Boston Project was being initiated at this time. There was also a healthy concern about what would become of the recommendations after the election. The Gay and Lesbian Community, like other disenfranchised groups, have had their share of promises made and broken. A few people even said they feared giving "Big Brother" any information about the Community.

People of Color taught us a particularly important lesson. Gay and lesbian Blacks, Asians and Hispanics deal daily with the double-edged sword of racism and homophobia. Their priorities and energies are often split. If we were to secure their participation, we needed to ensure it would not be tokenism.

Overall, we were very pleased with the diversity and numbers of gay men and lesbians who participated. Even though the results of The Boston Project Survey, which were released in October, 1983, show the majority of respondents were white gay men, we successfully heard from and addressed the needs of gay and lesbian youth, elderly, disabled persons and people of color. Likewise, women participated in significant numbers as both Advisory Committee members and witnesses.

The Boston Project is completed. The Mayor has received the Executive Summary and additional copies are being distributed. The Survey Results were published and received major attention from the media. The full text of the Roundtable and Special Inquiry Panel hearings will be available for review at the Boston Public Library.

It's been a year since we began The Boston Project. Its costs, both financial and in work hours, were significant. Nearly 2000 Community and City government people were involved. There are nearly 200 recommendations. What was accomplished?

To the general public, I would say that The Boston Project successfully documented that many of the people who live in your neighborhoods, ride with you on the T, play bridge with you in the Housing Development recreation rooms, stand next to you in the Police Station and Hospital Emergency Room are gay or lesbian. Conservative estimates place the adult gay and lesbian population of Boston at 44,000. They have many of the same needs and issues you do, like clean and safe streets, and a few of their own, like youth gangs who throw rocks at "fags". Many gay men and lesbians live in the South End, Back Bay, Beacon Hill and Fenway area of town, but there are also, according to our survey, many who call Dorchester, Jamaica Plain, Allston and Brighton home.

The City of Boston takes the needs of this constituency very seriously. They pay tax dollars and are entitled to full and equal access to City services. No gay man or lesbian I have met wants special attention or rights. They merely want to live and work and socialize without fear. The Mayor has been asked to address the issue of anti-gay violence in the neighborhoods by calling together civic, business and church leaders to map strategies for community education.

To members of the Gay and Lesbian Community, I would say that there are few surprises for you in the testimonies or recommendations of The Boston Project. You have heard the stories before and you have made similar recommendations to friends, and through your organizations to government. What may surprise the most alienated members of the Community is seeing those testimonies from gay men and lesbians and those recommendations on the tailoring of City services published and paid for by the Office of the Mayor.

Yet, because of The Boston Project, can you now be assured that the next police officer who responds to a call for help in your home is going to do so professionally? No, though testimony shows that many gay men and women receive that professional treatment now. Though I would like to believe that The Boston Project will change behavior overnight, it will take time to implement the recommendations.

Gay men and lesbians who read this report should know of some of the successes which do not appear in print. The anticipated education of key City personnel about the needs and issues of the Community did happen. The words, "I never knew that", were spoken repeatedly as individuals gave witness to their struggles for comprehensive health care, police protection and youth services. A lot of stereotypes were also broken down for the Gay and Lesbian Community representatives who participated. Particularly effective in breaking down stereotypes of the Police Department was Lt. Donald Devine, the very capable and caring Police Liaison to the Gay and Lesbian Community. While there were some testifiers who left us convinced that all police officers are homophobic, there were more who left promising to call Lt. Devine for assistance in the future.

There are also recommendations which have already been acted upon without waiting for direction from the Mayor. The Commission on the Affairs of the Elderly has begun reviewing their literature and calling gay and lesbian groups to participate in their programs. The Commission on the Handicapped has, as a result of the Project, already compiled a list of sign language interpreters who are sensitive to gay and lesbian issues. The Police Department has already initiated training on gay and lesbian issues for police cadets. The Penal Institutions Department has already requested training on gay issues for their personnel. The Department of Health and Hospitals has already initiated a search for a full time AIDS coordinator.

The networking, which was hoped for and which will last long after media attention to the Project ends, was also accomplished. Community representatives now have the ability to call department heads and commissioners directly, and vice versa, rather than go through me for names and numbers.

The success of The Boston Project in tailoring City services depends in large measure upon the efforts of the Gay and Lesbian Community to remind government officials of this agenda. A lot of hard work went into documenting needs and strategizing practical action. The Executive Summary is not an exhaustive agenda but it spells out in concrete terms what can and needs to be done. The Boston Project results can and should be used with other levels of government, social service agencies and business and church organizations as well.

To government leaders in Boston, in other cities and at other levels, I would say that The Boston Project provides a practical agenda for meeting the needs of gay and lesbian citizens. It also provides a model for creating policy for other disenfranchised minorities. The success of The Boston Project was due to the involvement of the disenfranchised in the investigation of issues and in the strategizing of practical means to meet needs.

It is unrealistic for government leaders to expect that gay men and lesbians will step forward to testify to experiences of discrimination on their own. Those persons who can eliminate discrimination by drafting and supporting legislation must recognize that if safe and secure means are not afforded gay and lesbian citizens to come forward, as was provided in The Boston Project, they will not hear from the disenfranchised except in the voting booth.

The Boston Project was a much larger undertaking than we had anticipated, but I am nonetheless convinced that we accomplished our goals. We documented many of the issues and needs of the Gay and Lesbian Community, we formulated practical ways for the City to address many of those needs and we built the framework for continuing dialogue.

Personally, I consider The Boston Project to be the most significant accomplishment of my career in Gay and Lesbian Community work because of its scope, its success and its potential for dramatically affecting the lives of gay men and lesbians. I also learned more about government, power, the Gay and Lesbian Community and myself than would have been possible with any other year-long course of action.

I encourage the careful reading of the Executive Summary and call the attention of the Gay and Lesbian Community to the recommendations made to them by the Project participants. Eliminating ignorance and bias and securing full and equal access to rights and privileges is a two-way street.

In conclusion, on behalf of The Boston Project team, I thank every person who participated in the work of The Boston Project. Their belief in the Project, their commitment of time and energy and their expertise have made this monumental endeavor a success. In addition to the names mentioned within the pages of the Executive Summary, we acknowledge the efforts of:

Mr. Jim Anderson - Gay and Lesbian Pride Committee
Ms. Elizabeth Antrim - Survey Research
Ms. Nancy Clark - Intergovernmental Relations
Mr. Thomas Cooke - Policy Management
Ms. Joan Devereaux - Policy Management
Ms. Alice Dinneen - Boston Redevelopment Authority
Ms. Janice Downey - Survey Research
Ms. Tracey Falcone - Policy Management
Ms. Marcie Fox - Dignity/Boston
Mr. Steve Fox - Executive Assistant to the Mayor
Ms. Nancy Grantham - City Arts
Mr. Dennis Iadarola - Mass. Bay Counseling
Ms. Melissa Jad - Law Department
Mr. Dan Moon - Boston Redevelopment Authority
Ms. Delcine Palmer - Policy Management
Ms. Denise Parisi - Policy Management
Ms. Maureen Schaffner - Survey Research
Ms. Joan Schloss - Law Department
Mr. Doug Smith - Gay Men's Professional Group / Exodus Center
Ms. Nelda Sogoloff - Policy Management
Ms. Nancy Sullivan - Policy Management
Ms. Noemi Torres - Policy Management
Mr. Joseph Toto - City Printing



OVERVIEW

In nearly all of the meetings of The Boston Project, participants concluded that two key factors worked against the City in effectively tailoring its services for the Gay and Lesbian Community and frustrated many gay men and lesbians in their attempts to receive essential City services: Pervasive ignorance about homosexuality and the critical lack of protective legislation.

While the Advisory Committees made recommendations on practical ways to improve City services in each of their respective areas, the two consistently repeated themes of the need for education and protective legislation prompted four general recommendations to the Mayor and two for the Liaison to the Gay and Lesbian Community. They are:

That the Mayor should:

1. Direct all key department heads to initiate periodic in-service training for all personnel on the needs of gay and lesbian citizens.
2. Use all of his appointive powers to ensure the active participation of gay and lesbian citizens at every level of City government, including all Boards and Commissions.
3. Introduce and lobby for legislation at the City level which would prohibit discrimination based upon sexual orientation in employment and credit. He should also publicize and continue to enforce legislation which prohibits discrimination based upon sexual orientation in housing and actively lobby for all similar legislation at the state and federal level.
4. Assist the Gay and Lesbian Community in securing a safe and accessible Community Center.

That the Mayor's Liaison to the Gay and Lesbian Community should:

1. Prepare a comprehensive list of resources available in the Gay and Lesbian Community and ensure its broadest possible distribution at every level of City government.
2. Continue the dialogue initiated by The Boston Project and monitor the implementation of the recommendations by establishing task forces on the issues identified.



POLICE AND COMMUNITY RELATIONS

SUMMARY

According to the results of The Boston Project Survey, 24% of the respondents felt they had been physically attacked because of their sexual orientation, 76% were subjected to verbal abuse and 42 individuals said they had been sexually assaulted. Of those who felt the City of Boston discriminated against them because of their sexual orientation (17%), the Boston Police Department was identified by 80% as the major offender.

The issue of Police and Community Relations was a top priority of The Boston Project. The Advisory Committee, after meeting for four hours of planning sessions, scheduled three intensive Special Panel Inquiries. Eighteen witnesses from the Gay and Lesbian Community and the Police Department were invited to share their experiences and expertise and to make recommendations on how to tailor City services to better meet the needs of the Community. On Thursday, May 5, 1983 the Advisory Committee met with witnesses for four hours in the Mayor's Office of Policy Management to discuss "Gay Men and Lesbians as Victims of Crime/Harassment". Similarly structured sessions were held May 12 on "Gay Men and Lesbians as 'Law Breakers'" and on May 19 on the umbrella issue of "Gay Men and Lesbians Interfacing With Police." (Transcripts of these and all other hearings will be available for review at the Boston Public Library.)

The basic recommendations of the Police and Community Relations Advisory Committee were:

- 1.) Initiate periodic in-service training on the issues and needs of gay and lesbian citizens for all personnel, including the Command Staff and Senior Officers;
- 2.) Actively recruit gay men and lesbians to the Boston Police Department;
- 3.) Make a top priority of confronting the problem of anti-gay attack;
- 4.) Discipline officers for unprofessional, homophobic behavior;
- 5.) Initiate regular meetings between the Commissioner, the Command Staff and representatives of the Gay and Lesbian Community.

POLICE AND COMMUNITY RELATIONS

ADVISORY COMMITTEE

<u>LT. DONALD DEVINE:</u>	Police Liaison to the Gay and Lesbian Community, The Boston Police Department
<u>MR. GARY DRAKE:</u>	Psychotherapist in private practice, Licensed Independent Clinical Social Worker (Facilitator)
<u>MS. ANN MAGUIRE:</u>	National N.O.W. Committee Member for Lesbian Rights, Vice Chairperson for the Boston Lesbian and Gay Political Alliance, and Advisory Board Member for the Massachusetts Women's Political Caucus
<u>MR. TIMOTHY I. MCFEELEY:</u>	Attorney at Law; Past President, Bay Village Neighborhood Assn.; Treasurer, Boston Lesbian/Gay Political Alliance
<u>MS. LISA SAVEREID:</u>	Deputy Director of Policy Management, Mayor's Office, City of Boston
<u>DEPUTY CHIEF ALBERT SWEENEY:</u>	MBTA Police Department; Former Director of Police Academy, Boston Police Department

POLICE AND COMMUNITY RELATIONS

TESTIFIERS

<u>MR J.B.:</u>	Victim - multiple stab wounds
<u>DEPUTY SUPT. JOHN BARRY:</u>	Homicide Division Headquarters, Boston Police Department
<u>SGT. JAMES CURRAN:</u>	Community Relations Office, Area D, Boston Police Department
<u>MR. JOSEPH D'ONOFRIO:</u>	Co-owner, The Loft 21 Association
<u>DEPUTY SUPT. DANIEL FLYNN:</u>	Supervisor, Area C, Boston Police Department
<u>MR. LARRY GOLDSMITH:</u>	City beat reporter, <u>Gay Community News</u>
<u>SGT. JOHN GOTTSCHALK:</u>	Community Relations Office, Area A, Boston Police Department
<u>MR. RICHARD IANDOLI:</u>	Attorney at Law
<u>OFFICER PAUL JOHNSTON:</u>	Former Supervisor of Cadet Program, Boston Police Department, Currently with Ballistics Unit, Area D, Boston Police Department
<u>DR. CHARLES MAPLETHORPE:</u>	Graduate Student, Center for Cancer Research at M.I.T.,; victim of questionable arrest
<u>MR. JERRY MATESON:</u>	MSW, Intake Counselor Mass. Bay Counseling (Intake-Bashing)
<u>LT. EDWARD MCNELLY:</u>	Administrator, Vice Control Unit, Boston Police Department
<u>P and S:</u>	Victims of questionable use of force and complaint procedures
<u>DEPUTY SUPT. HERBERT STONE:</u>	Former Director of Internal Affairs, Boston Police Department, Currently with Team Police Unit, Area 14, (Brighton), Boston Police Department
<u>DR. STEVEN TIERNEY, Ed.D:</u>	Trustee, Boston Health & Hospitals, Questionable Protective Custody case
<u>MR. STEVE VAICIULIS:</u>	Administrative Director, Watchline
<u>MR. CHUCK WEXLER:</u>	Communiy Disorders Unit, Assistant to the Police Commissioner, Boston Police Department

POLICE AND COMMUNITY RELATIONS

RECOMMENDATIONS

WE RECOMMEND THAT the Mayor should direct the Police Commissioner to:

- 1.) Make a first order priority of the education about the Gay and Lesbian Community throughout the entire Police Department by:
 - A. Periodically providing a minimum of two hours of training on homosexuality for the following groups:
 - a. Command Staff
 - b. Superior Officers
 - c. Police Officers
 - B. Maintaining and enhancing the educational program on homosexuality at the Police Academy;
 - C. Initiating regular training sessions on homosexuality for cadets;
 - D. Establish regular meetings among the Commissioner, the Superintendent-in-Chief, the Superintendent of Field Services, the Superintendent of Investigative Services, the Police Liaison to the Gay and Lesbian Community, the Mayor's Liaison to the Gay and Lesbian Community and community leaders to discuss issues of mutual concerns.

In addition to regularly scheduled meetings, the Commissioner and aforementioned staff should meet with community leaders prior to deployment of police resources in response to issues of major public or community concern. The intent of such meetings is to collaborate on strategies which maximize effectiveness and minimize misunderstanding.

- 2.) Make a first order priority of confronting the problem of physical attacks on gay men and lesbians by:
 - A. Training a police officer from day and evening shifts in each Area to be sensitive to gay people. These men and women would be specially trained by and work with the Police Liaison;
 - B. Providing an atmosphere in the Areas which facilitates gathering information from the victim of a bashing by implementing procedures similar to those followed for rape victims;
 - C. Indicating on 1-1 police incident reports if the attack was anti-gay;

- D. Referring all victims of anti-gay attacks to gay community support groups;
 - E. Reporting all anti-gay attacks to the Police Liaison for monitoring;
 - F. Deploying the necessary police resources to those areas where reports indicate a pattern of anti-gay attacks.
- 3.) Issue a General Order advising the entire Department that no person shall be denied services by or employment in the Police Department due to sexual orientation.
 - 4.) Actively recruit gay and lesbian Police Cadets and Police Officers by:
 - A. Stating in recruitment ads that the Police Department does not discriminate on the basis of sexual orientation;
 - B. Regularly placing ads in gay and lesbian newspapers and public service announcements on gay radio programs.
 - 5.) Ensure that all complaints regarding homophobic behavior by a police officer be reported to the Police Liaison so that the Police Liaison, in conjunction with the Area Supervisor and the Internal Affairs Division can:
 - A. Document charges against particular police officers;
 - B. Monitor the investigation;
 - C. Provide re-training and counseling for the officer in question;
 - D. Ensure that the complainant receives appropriate follow-up information.
 - 6.) Prioritize preventative police strategies rather than prosecutorial ones in situations where illicit sexual conduct is taking place in public and where there is no immediate threat to public safety.
 - 7.) Initiate a formal educational outreach to gay and lesbian citizens to sensitize the community to their rights and responsibilities and to explain procedures followed by the Department.

HUMAN SERVICES

(YOUTH, HANDICAPPED & ELDERLY)

SUMMARY

Members of the Human Services Advisory Committee were asked to focus their attention on three key areas: Youth, Handicapped Persons and the Elderly. Because of the difficulty in locating significant numbers of gay and lesbian handicapped persons and elderly, it was decided to adopt the Roundtable format for those discussions.

The Committee met in the Mayor's Office of Policy Management for four hours on May 23, 1983 and for an equal amount of time the following day with gay youth and social service representatives to discuss what resources were currently available for gay and lesbian youth and whether or not those services were adequate.

On June 1, 1983 the Advisory Committee met in the City Hall Gallery to discuss with service providers the issues facing gay and lesbian elderly people during a three hour morning session. That afternoon, a similar discussion on the needs of disabled persons was held in the Office of Policy Management. At that meeting, several hearing impaired gay people discussed their difficulties not only in securing sensitive treatment from service providers but also in participating in gay and lesbian social functions. Five percent (5%) of The Boston Project Survey respondents indicated they had a physical disability.

The basic recommendations of the Human Services Advisory Committee were:

- 1.) Establish a Commission on Human Services to coordinate resources;
- 2.) Establish a Youth Services Commission;
- 3.) Make a top priority of securing resources for homeless gay youth and advocate for gay and lesbian foster placement;
- 4.) Amend all existing City services to the Elderly and Handicapped to reflect the needs of gay and lesbian elderly and handicapped persons;
- 5.) Advocate for increased Drug and Alcohol Rehabilitation programming.

HUMAN SERVICES

(Youth, Handicapped and Elderly)

ADVISORY COMMITTEE

<u>MR. KEVIN C. CRANSTON:</u>	Adult Advisor to Boston Alliance of Gay and Lesbian Youth, Inc. Former Director, Gay/Lesbian Concerns Group of Boston College Doctoral candidate, Harvard University Divinity School
<u>MS. JOAN FINN:</u>	Assistant Commissioner, Handicapped Affairs, City of Boston
<u>MR. WILLIAM J. FREEMAN:</u>	Organizational and Management Consultant Member, Boston Lesbian/Gay Political Alliance
<u>MS. KATHARINE D. KANE:</u>	Deputy Mayor, Director, Community Services Administration, City of Boston
<u>MS. KATHRYN LUNDGREN:</u>	Deputy Director, Area Agency on Aging, Mayor's Commission on Affairs for the Elderly, City of Boston
<u>MS. DONNA TAYLOR:</u>	Director, Exodus Center (Facilitator)
<u>MS. DOE WEST:</u>	Commissioner, Handicapped Affairs, City of Boston
<u>THE REV. BOB WHEATLY:</u>	Director of the Unitarian Universalist Office of Lesbian and Gay Concerns Member, National Association for Lesbian & Gay Gerontology Member, Coordinating Committee, National Lesbian & Gay Interfaith Alliance

HUMAN SERVICES

TESTIFIERS

YOUTH

<u>MR. RUSSELL FRANK:</u>	Director, Place Runaway House
<u>MS. ELLEN HAFFER:</u>	Director of Support Services, Department of Health & Hospitals Division of Community Health Services, City of Boston
<u>MR. PAUL IAPPINI:</u>	Social worker in the field of Placement/Foster Care, Department of Social Services Works with "CHINS" (Children in Need of Special Services)
<u>SGT. MYLES MCGRIL:</u>	Youth Officer, Area A, Boston Police Department
<u>MR. SHIPPEN PAGE:</u>	Executive Director of the Massachusetts Committee for Children and Youth
<u>MR. PAUL ROBINSON:</u>	Executive Secretary of Coordinating Council on Drug and Alcohol Abuse, Boston City Hospital Assistant Deputy Commissioner for Addiction Services Director of the Shelter for the Homeless at Long Island Hospice
<u>MR. EDWARD ROCHE:</u>	Private Consultant & Clinical Social Worker
<u>MR. TIM S.:</u>	Student, Boston Alliance of Gay and Lesbian Youth (BAGLY)
<u>SR. BARBARA SCANLON:</u>	Counselor, Bridge Over Troubled Water
<u>MR. GEORGE SMITH:</u>	Youth Advisor to Boston Alliance of Gay and Lesbian Youth (BAGLY) Consultant with Gay Alcoholics
<u>MR. KEN SMITH:</u>	Director of Administrative Services Gay and Lesbian Counseling Services Director of the Gay and Lesbian Hotline
<u>MR. ALAN TWEEDY:</u>	Staff, Boston Children Services Agency
<u>THE REV. RON WOZNIAK, S.J.:</u>	Educational Counselor, Boston College High School Staff Member of Gay and Lesbian Counseling Services

TESTIFIERS

HANDICAPPED

<u>MS. DEBORAH CARNEY:</u>	Project Coordinator, Deaf Community Center Residential Programs
<u>MR. SEARS CUMMINGS:</u>	Greater Framingham Association of Disabled Citizens
<u>THE REV. JOHN FITZPATRICK:</u>	Executive Director, Deaf Community Center in Framingham
<u>MR. JAY GRILLO:</u>	Deaf Community Center in Framingham
<u>MR. MICHAEL LA PENSEE':</u>	Special Needs Counselor, Deaf Community Center in Framingham
<u>MR. PETER MYETTE:</u>	Coordinator, State Office of Handicapped Affairs
<u>MR. JASON SCHNEIDER:</u>	Advocacy Worker-Day Support Specialist Boston Center for Independent Living
<u>MS. JEAN WASSELL:</u>	Member, Disabled People's Liberation Front

ELDERLY

<u>MS. ANNA BISSONNETTE, R.N.:</u>	Director of Patient Care Home Medical Services University Hospital
<u>MS. RICKI LIEBERMAN:</u>	Commissioner, Mayor's Commission on Affairs of the Elderly, City of Boston
<u>MS. MARTHA JONES, R.N.:</u>	Coordinator of Continuing Care, Boston City Hospital Co-Chair of Mass. Gay Political Caucus
<u>DR. ELIZABETH MARKSON, Ph.D.:</u>	Director of Social Research Boston University Gerontology Center
<u>MS. JEAN O'LEARY:</u>	Volunteer Lawyers Project Paralegal for the Elderly
<u>MS. JEAN SIMONS:</u>	Formerly of Volunteer Lawyers Project Paralegal for the Elderly
<u>MR. BOB WASSON:</u>	Attorney at Law Boston Lesbian/Gay Political Alliance

HUMAN SERVICES
RECOMMENDATIONS
GENERAL HUMAN SERVICES

WE RECOMMEND THAT:

- 1.) The Mayor should establish a Commission on Human Services made up of appropriate department heads and active, knowledgeable representatives of targeted communities in order to:
 - A. Determine needs;
 - B. Develop and implement policy;
 - C. Coordinate resources;
 - D. Cooperate with and lobby other city, state, federal and private agencies

all as they relate to gay and lesbian citizens, as well as other communities with special needs.
- 2.) The City, both through the Mayor's Office and through the proposed Commission on Human Services, should advocate for:
 - A. A periodic needs assessment of the Gay and Lesbian Community by the State Division of Alcoholism and the Division of Drug Rehabilitation;
 - B. Funding of those agencies and groups working on issues of gay and lesbian youth, elderly and disabled persons;
 - C. Examining an appropriate response to the needs of homeless gay youth;
 - D. Support of efforts to include gay men and lesbians as viable foster care placements;
 - E. Lobbying at all levels of government for the broadest possible definition of "family" to assure that persons who lack legal relational status are not denied existing benefits and rights.
- 3.) The Mayor should direct the heads of key Departments, including but not restricted to Police, Fire, Health, Policy Management, Personnel, Elderly, Handicapped, Traffic and Parking, Parks and Recreation and Penal, to initiate and participate in in-service training for appropriate personnel to educate them to the particular needs and issues of gay and lesbian citizens.

- 4.) The Mayor and the Gay and Lesbian Community should work together to establish a Gay and Lesbian Community Center which would provide safe, secure, accessible and barrier-free space for the special needs of gay and lesbian youth, elderly and disabled persons, among others.

YOUTH

- 5.) The Mayor should create a Youth Services Commission with appropriate staff and budget to identify, design and coordinate services and that he ensure special sensitivity to the needs of gay and lesbian youth.
- 6.) The Mayor should direct all summer youth programs sponsored by Community Schools to work with community organizations, such as the Massachusetts Commission on Children and Youth, to guarantee that all programming is gay sensitive.
- 7.) The Mayor should advocate the prioritizing of gay and lesbian issues in the Boston Public Schools, which would include encouraging:
 - A. Statement by School Principals that no person shall be denied services from or employment in the school due to sexual orientation;
 - B. Training sessions for school principals on the issues facing gay and lesbian students;
 - C. Training sessions for counselors on the issues facing gay and lesbian youth;
 - D. The development of a balanced, age-appropriate sex education curriculum which would include accurate information on homosexuality;
 - E. The inclusion of gay and lesbian social issues in social studies programs;
 - F. The inclusion of gay-sensitive books in the school library.

HANDICAPPED

8.) The Commission on the Handicapped should:

- A. Develop a fact sheet or brochure to define "access" (physical, communication, etc.) and to list resources which will enable gay and lesbian organizations to achieve access for persons with disabilities;
- B. Develop a list of sign language interpreters who are sensitive to gay and lesbian issues;
- C. Develop an "Access Survey" of existing gay and lesbian resources to enable persons with disabilities to participate;
- D. Coordinate the inclusion of gay and lesbian periodicals and designated organizations in all mailings of news and available resources for the disabled;
- E. Coordinate the inclusion of all agencies working with the disabled in all mailings of news and available resources for gay men and lesbians;
- F. Include the concerns of gay and lesbian people in all literature and conferences on disabilities, utilizing the expertise of gay and lesbian disabled persons;
- G. Encourage city, state and federal agencies, as well as those in the private sector, dealing with the disabled to be sensitive to the issues and needs of gay and lesbian people;
- H. Work closely with the Mayor's Liaison to the Gay and Lesbian Community in developing programs and community sensitivity to issues of mutual concern.

ELDERLY

9.) The Elderly Commission should:

- A. Develop and provide training on a regular basis on the needs of gay and lesbian citizens for Commission staff and agencies in the Boston elderly network;

- B. Review existing programming to determine how the needs of gay and lesbian elderly can be better incorporated;
- C. Promote resources for the issues of gay and lesbian elderly in in-house publications;
- D. Coordinate the inclusion of gay and lesbian periodicals and designated organizations in all mailings of news and available resources for the elderly;
- E. Coordinate the inclusion of agencies working with the elderly in all mailings of news and available resources for gay men and lesbians;
- F. Encourage city, state and federal agencies, as well as those in the private sector, dealing with the elderly to be sensitive to the needs of gay and lesbian people;
- G. Work closely with the Mayor's Liaison to the Gay and Lesbian Community in developing programs and community sensitivity to issues of mutual concern.

HEALTH AND HOSPITALS

SUMMARY

Acquired Immune Deficiency Syndrome (AIDS) was naturally a subject of major concern to the Health and Hospitals Advisory Committee. However, the Office of the Mayor, through the Committee on AIDS, had been focusing on that issue as it relates to the needs of the Gay and Lesbian Community since July, 1982. Insofar as many of the Health and Hospitals Advisory Committee members also serve on the Mayor's Committee on AIDS, they decided to focus their attention on other issues of health which confront gay and lesbian citizens.

Meeting on June 2, 1983 at Boston City Hospital, the Advisory Committee asked a variety of administrators, service providers and union representatives to discuss policies and procedures at Boston City Hospital and in the affiliated Neighborhood Health Centers. In addition to being concerned about tailoring services to better meet the needs of gay men and lesbians, the Panel addressed the issue of the atmosphere in City health care facilities. Did hiring practices, training and available literature create an environment conducive to the needs of gay and lesbian staff and patients?

The basic recommendations of the Health and Hospitals Advisory Committee were:

- 1.) Ensure that all necessary steps are taken to address the many issues raised by AIDS crisis;
- 2.) Review all policies and procedures to ensure that gay and lesbian patients are afforded equal treatment. This review should include the areas of rape counseling, ambulance services and fertility clinics;
- 3.) Educate all key staff on the special health and social issues of the Gay and Lesbian Community and advocate for training in area medical and nursing schools on homosexuality;
- 4.) Design and promote services in the hospitals and affiliated neighborhood health centers which address the needs of gay and lesbian citizens.

HEALTH & HOSPITALS

ADVISORY COMMITTEE

<u>MS. SALLY DEANE:</u>	Executive Director, Fenway Community Health Center
<u>DR. MARSHALL FORSTEIN, M.D.:</u>	Resident Psychiatrist, Mass. General Hospital Member, Gay & Lesbian Physicians of New England
<u>MS. ELLEN HAER:</u>	Director of Support Services, Department of Health & Hospitals, Division of Community Health Services, City of Boston
<u>MR. JAMES A. LEITNER:</u>	Assistant to the Mayor for Education and Human Services, Policy Management, City of Boston
<u>DR. BIANCA CODY MURPHY, Ed.D:</u>	Psychologist, Newton Psychotherapy Associates, Counseling Psychology Faculty, University of Massachusetts, Boston (Facilitator)
<u>DR. STEVEN TIERNEY, Ed.D:</u>	Trustee, Boston Health & Hospitals, Chairman, Massachusetts Gay Political Caucus, Member, Ward 5 Democratic Committee, Member of Mayor's Committee on AIDS

HEALTH & HOSPITALS

TESTIFIERS

<u>MS. RITA BATTLES:</u>	Director of Training, Personnel Department, Boston City Hospital
<u>MR. MARK CHALIK:</u>	Director of Boston Area Health Education Center, Boston City Hospital
<u>MR. STEVE CHIFARI:</u>	Assistant Director of Training Program, Boston City Hospital
<u>MS. DIANE DANIS:</u>	Director of Nursing for Emergency Services, Boston City Hospital
<u>MR. JOHN INGEMI:</u>	President, American Federation of State County, Municipal Employees, Local #1489, Boston City Hospital
<u>MS. MARTHA JONES, R.N.:</u>	Coordinator of Continuing Care, Boston City Hospital, Co-Chair of Massachusetts Gay Political Caucus
<u>MS. ANNE KEITH, R.N.:</u>	Associate Director of Family Health & Community Epidemiology, Boston City Hospital
<u>DR. SANDY LAMB, M.D.:</u>	Director, Parent & Child Health and Epidemiology, Boston City Hospital
<u>MR. LEWIS POLLACK:</u>	Commissioner of Health & Hospitals, City of Boston
<u>MR. PAUL ROBINSON:</u>	Executive Secretary of Coordinating Council on Drug and Alcohol Abuse, Assistant Deputy Commissioner for Addiction Services, Boston City Hospital
<u>MR. WARREN TESSLER:</u>	Deputy Commissioner for Emergency Services, Boston City Hospital
<u>MS. CECILIA WCISLOW:</u>	President, Services Employees International Union Local #285, Boston City Hospital

HEALTH AND HOSPITALS

RECOMMENDATIONS

WE RECOMMEND THAT:

- 1.) The Commissioner should issue a directive to all hospital employees underscoring that no person shall be denied services from or employment in City-run hospitals and health services due to their sexual orientation.
- 2.) The Commissioner should initiate a basic program of in-service training on the issues of gay men and lesbians for all City Hospital providers and administrative and support staff.
- 3.) The Mayor's Liaison to the Gay and Lesbian Community should make available to the Commissioner, for the widest possible distribution, a listing of resources available in the Gay and Lesbian Community.
- 4.) The Commissioner should examine all Department of Health and Hospital policies to determine if the needs of gay and lesbian clients and staff are addressed. This examination should include:
 - A. Ambulance procedures for allowing "significant others" to accompany patients to the hospital;
 - B. Fertility Clinic regulations which limit services to married heterosexual women;
 - C. Mailing lists for release of health news and resources to guarantee the inclusion of gay and lesbian media and designated organizations;
 - D. Insurance coverage of employees' "significant others";
 - E. The language of all existing City-sponsored health literature to determine if it is inclusive of gay men and lesbians;
 - F. Public health policies to determine if adequate preventive screening and treatment of all sexually transmitted diseases are available, (e.g. Hepatitis B);
 - G. Guarantee that no policy in the Department of Health and Hospitals, and advocate that no other City agency, encourage or tolerate discrimination based upon AIDS or fear of AIDS.

- 5.) The Commissioner should examine all services provided by the Department of Health and Hospitals to determine if they are sensitive to the needs of gay and lesbian clients. In that regard, he should:
 - A. Continue to monitor the quality of all services provided to persons with AIDS to assure they are updated as need dictates;
 - B. Direct those involved in Rape Crisis Counseling to provide appropriately sensitive service to male and lesbian victims of rape;
 - C. Direct the City-sponsored programs for alcohol and narcotic and non-narcotic drug rehabilitation to engage in periodic needs assessments of gay and lesbian clients and provide services accordingly.
- 6.) The Commissioner should review the adequacy of books available at the Boston Public Library on gay and lesbian health concerns. If the existing books do not satisfy the need for comprehensive, accurate information, the Commissioner should advocate for a more thorough selection of resources.
- 7.) The Trustees of the Boston Public Library should review the adequacy of the books available on homosexuality for comprehensive and accurate information and direct a remedying of the deficiency, should one exist.
- 8.) The Boston Police Department Commissioner should direct Area Supervisors to ensure male rape victims are afforded appropriate sensitivity and full access to supportive resources.
- 9.) The Commissioner should initiate and host a continued dialogue among other area hospital administrators, the Deans of area Schools of Medicine and Nursing and the Directors of Community Health Centers on the issues and needs of gay men and lesbians in the provision of health care, with particular emphasis given to:
 - A. Policies which violate the rights of and/or impair the provision of health care services to gay men and lesbians;
 - B. Periodic training at all levels on the issues and needs of gay men and lesbians;
 - C. Creating an atmosphere for both staff and clients in which the issues and needs of gay men and lesbians can be comfortably discussed. This may be accomplished by doing such things as placing appropriate literature in waiting rooms and issuing non-discrimination policy statements.

10.) The Mayor and the Commissioner should advocate:

- A. For increased City and State funding for programs dealing with drug and alcohol abuse in order to increase in-patient and out-patient services and public education;
- B. That public school health curricula be reviewed and amended to reflect positive and accurate information on homosexuality;
- C. For sensitivity training for public school nurses on the issues of gay and lesbian students;
- D. That the Commission on the Homeless address itself to the housing issues and needs of people with AIDS.

WOMEN'S CONCERNS

SUMMARY

The Women's Concerns Roundtable was the first formal Boston Project Hearing. Because of that, the work which was done by the Women's Concerns Advisory Committee provided valuable guideposts for all future hearings.

While The Boston Project Team worked very hard to include women in all aspects of the entire Project's proceedings, a decision was made to hold a special Roundtable so that lesbians could articulate issues which were unique to them and which might not surface in hearings on police relations, human services or health issues. According to the results of The Boston Project Survey, 70% of the respondents felt that gay and lesbian organizations and business establishments did not operate without discrimination based upon one's gender. This finding also underscores the need for a separate hearing.

The Women's Concerns Roundtable was held April 28, 1983 in the fifth floor Gallery of City Hall. The participants gathered as a group for overview comments and then broke into three panels to discuss: Education, Health and Legal/Safety Issues.

The basic recommendations of the Women's Concerns Advisory Committee were:

- 1.) Ensure through all possible means that the general public is aware of the presence and contributions of lesbians and gay men. Specifically mentioned were events such as First Night and locations such as the Gallery in City Hall which should present the works of lesbians and gay men;
- 2.) Support the broadest possible definition of "family" so that relationships, such as those of lesbians and gay men, are not legally excluded from the rights and benefits afforded traditional families. In the same light, the policies of fertility clinics should be amended to include women of all sexual orientations and marital status;
- 3.) Ensure the safety of patrons of gay and lesbian bars by increasing the lighting in those areas.

WOMEN'S CONCERNS

ADVISORY COMMITTEE

<u>MS. LISA CHRISTIE:</u>	Assistant Project Director, The Boston Project
<u>MS. JULIE COLES:</u>	Specialist in Special Education
<u>MS. KATHY HOFFMAN:</u>	President, Gay and Lesbian Speakers Bureau
<u>MS. MARTHA JONES, R.N.:</u>	Coordinator of Continuing Care, Boston City Hospital, Co-Chair, Massachusetts Gay Political Caucus
<u>MS. LISA SAVEREID:</u>	Deputy Director of the Office of Policy Management, Mayor's Office, City of Boston
<u>MS. ROBYN SMITH:</u>	Assistant to the Deputy Director, Office of Policy Management, Mayor's Office, City of Boston
<u>MS. DONNA TAYLOR:</u>	Director, Exodus Center

WOMEN'S CONCERNS

PARTICIPANTS

HEALTH

MS. JOYCE CROWDER, R.N.: Former Coordinator of the Gay Nurses Alliance
Director of the Boston Gay Nurses Alliance

MS. ELLEN HAER: Director of Support Services, Department of
Health & Hospitals, Division of Community
Health Services, City of Boston

MS. MARTHA JONES, R.N.: Coordinator of Continuing Care, Boston City
Hospital
Co-Chair, Massachusetts Gay Political Caucus

MS. LYNN SCOTT: Private Therapist

MS. LENA SORENSEN, R.N.: Associate Professor, Boston University
School of Nursing

EDUCATION

MS. JULIE COLES: Specialist in Special Education

MS. MARCIE HERSHMAN: Member, Lesbian and Gay Media Advocates

MS. KATHY HOFFMAN: President, Gay and Lesbian Speakers Bureau

MS. POLLY LAURELCHILD: Allegra Productions

MS. CINDY PATTON: Managing Editor, Gay Community News

MR. GREG VENNE: Mayor's Office of Public Information

MR. MICHAEL WASSERMAN: Program Director of City Arts, Community
Services Administration, City of Boston

SAFETY AND LEGAL ISSUES

MS. LISA CHRISTIE: Assistant Project Director, The Boston
Project

LT. DONALD DEVINE: Police Liaison to the Gay and Lesbian
Community, Boston Police Department

MS. HOLLY D. LADD: Attorney at Law, Bahlborg & Ladd

MS. LESLIE MCGRATH: Manager, Somewhere Else (bar)

<u>MS. ELAINE NOBLE:</u>	Speaker's Office, State House of Massachusetts
<u>MS. CINDY RIZZO:</u>	Attorney at Law, Ward, Rizzo & Lund
<u>MS. LISA SAVEREID:</u>	Deputy Director of the Office of Policy Management, Mayor's Office, City of Boston
<u>MS. DONNA TAYLOR:</u>	Director, Exodus Center
<u>MS. LESLIE TIFFANY:</u>	Assistant Manager, The 1270 (bar)
<u>MS. KATHERINE TRIANTAFILLOU:</u>	Attorney at Law, private practice

WOMEN'S CONCERNS

RECOMMENDATIONS

WE RECOMMEND THAT:

- 1.) Every department head and commissioner should issue a policy statement reminding staff that no person will be denied service from or employment in the City of Boston government due to sexual orientation.
- 2.) The Police Department, the Department of Health & Hospitals and other relevant service-delivery departments and commissions should initiate periodic in-service training for all employees on the special issues and needs of lesbians and gay men. This training should involve local gay and lesbian organizations, particularly the Gay and Lesbian Speakers Bureau and Exodus Center, in addition to the Mayor's Liaison, in the planning and implementation.
- 3.) The Mayor's Liaison to the Gay and Lesbian Community should work with community organizations to develop a comprehensive list of resources available to all department heads and commissioners for the widest possible distribution, both among City employees and the community.
- 4.) The Mayor should direct:
 - A. That all literature published by the City use inclusive language; the Mayor's Liaison shall monitor for compliance;
 - B. The inclusion of identified gay and lesbian performers in City-sponsored cultural events such as First Night;
 - C. The selection of art by identified gay and lesbian artists for display in City facilities;
 - D. That Public Works, in consultation with the Mayor's Liaison, assess the adequacy of street lighting in the area around gay and lesbian bars for the purpose of safety;
 - E. Appropriate Department Heads work with Lesbian and Gay Community leaders to secure a safe, accessible and barrier-free building for a Community Center;
 - F. Those service-delivery departments with mailing lists to include lesbian and gay media and organizations on those lists;
 - G. The Police and Fire Departments to advertise for recruits and cadets in gay and lesbian newspapers;

- H. All resources during Gay and Lesbian Pride Week to call public attention to the presence and contributions of gay and lesbian citizens.

5.) The Mayor should advocate:

- A. For support of grant applications from those agencies and organizations which address the special needs of lesbians and gay men;
- B. For support of the broadest possible understanding of "family" so that those, such as gay and lesbian domestic partners, who do not satisfy legal definitions of relational status are not denied rights and benefits;
- C. For amending fertility clinic policies which limit services to heterosexually married women to include women of all sexual orientations and marital status;
- D. And lobby in behalf of Gay Rights legislation at every level of government;
- E. For non-discrimination policies in the private sector;
- F. For the presentation of accurate information on homosexuality in public and private schools.

PEOPLE OF COLOR

SUMMARY

The People of Color Advisory Committee, like that for Women's Concerns, was charged with two tasks: 1) designing a day which would raise the unique issues which confront gay and lesbian people of color, and 2) ensuring the participation of Black, Hispanic and Asian gay men and lesbians in every aspect of The Boston Project.

As with women, the concerns of racial minorities are often omitted in discussions about gay issues. Likewise, in the Gay and Lesbian Community, people of color often face bias. According to The Boston Project Survey, 65% of the predominantly-white respondents agreed that Blacks, Hispanics and Asians are not accepted as full and equal members of all gay and lesbian business establishments and organizations.

The People of Color Roundtable was held July 6, 1983 in the Mayor's Office of Policy Management. The participants began by watching a Tony Brown's Journal segment on Black gay men and lesbians. They then discussed the key issues of: Homophobia/Racism, Immigration and Health Needs.

The basic recommendations of the People of Color Advisory Committee were:

- 1.) Monitor and evaluate City departments for their ability to educate staff and design policies which reflect a consciousness of racism and homophobia;
- 2.) Educate the Gay and Lesbian Community and monitor their businesses for discrimination based on race or gener.

PEOPLE OF COLOR
ADVISORY COMMITTEE

<u>DR. HORTENSIA AMARO, Ph.D.:</u>	Psychologist, Amaro Research and Consulting
<u>MS. ANDREA BOLLING:</u>	Affirmative Action Monitor, Personnel Department, City of Boston
<u>MR. FRANK CHIN:</u>	Purchasing Agent, City of Boston
<u>MR. HENRY C. CHINN, JR.:</u>	Assistant Director of Cooperative Legal Education, Northeastern University
<u>MR. ARMANDO GAITAN:</u>	Member, El Comite Latino de Lesbians y Homosexuals de Boston
<u>DR. SUSAN GONG, Ph.D.:</u>	Therapist
<u>MR. RAFAEL TORO:</u>	Mayor's Liaison to the Hispanic Community, City of Boston

PEOPLE OF COLOR

PARTICIPANTS

<u>MR. WEST COUGHLAN:</u>	Legislative Assistant, U.S. Senator Edward Kennedy's Office
<u>LT. DONALD DEVINE:</u>	Police Liaison to the Gay and Lesbian Community, Boston Police Department
<u>MS. POLLY DOW:</u>	Case Worker, U.S. Representative Barney Frank's Office
<u>MR. PETER EBB:</u>	Research Assistant, State Senator Royal Bolling's Office
<u>MS. OLIVIA ESPIN:</u>	Therapist, Boston University Counseling Staff
<u>MS. ELLEN HAFFER:</u>	Director of Support Services, Department of Health & Hospitals, Division of Community Health Services, City of Boston
<u>MR. RICHARD L. IANDOLI:</u>	Attorney & Immigration Expert, Gilmore & Iandoli
<u>MR. IAN JOHNSON:</u>	Chairperson of Congregational First Church of Roxbury
<u>MR. WALTER KRUECKL:</u>	Chairperson of Social Responsibilities for the Congregational First Church of Roxbury
<u>DR. DANIEL LAM, Ed.D.:</u>	Deputy Director of South Cove Community Health Center, Boston

PEOPLE OF COLOR

RECOMMENDATIONS

WE RECOMMEND THAT:

- 1.) The Mayor should create, staff and budget the Mayor's Office of Community Concerns to address the unmet needs and issues of each of the City's minority communities. This office of Community Concerns should:
 - A. Be made up of Liaisons to the Gay and Lesbian, Hispanic, Black, Asian and other designated communities, whose principle responsibility would be to guarantee that City services are provided on a full and equal basis;
 - B. Initiate a needs assessment of the respective communities;
 - C. Cooperate with the Personnel Office in developing and implementing periodic in-service training for all City employees on the issues of racism, sexism, homophobia and other destructive attitudes and behaviors;
 - D. Monitor the writing and distribution of all City-sponsored literature to guarantee inclusive language, bilingualism and equal representation;
 - E. Establish guidelines for the drafting of policies and the design of services to ensure that the needs of gay and lesbian people and people of color are met; and evaluate for degree of compliance;
 - F. Develop and disseminate in the general public information about the resources, contributions and issues of minority communities;
 - G. Galvanize leaders from the respective minority communities to develop lines of communication and sensitivity and cooperation between the various communities;
 - H. Ensure that members of minority communities have a complete understanding of the City services available to them;
 - I. Monitor all aspects of the Cable Television system to guarantee fair access for gay and lesbian people of color.
- 2.) If the Mayor does not establish an Office of Community Concerns, the Mayor should accept responsibility for addressing the concerns outlined in B through I of the first recommendation.

- 3.) The Mayor, in cooperation with representatives of the Gay and Lesbian Community, should secure and provide a safe, accessible and barrier free building for a Community Center, one of the purposes of which will be to provide a supportive environment for gay and lesbian people of color.
- 4.) The Mayor should advocate that The Boston Committee expand its mission to include components of integrated neighborhoods beyond racial issues--most particularly, that it include the issues of gay and lesbian people.
- 5.) The Mayor's Liaison to the Gay and Lesbian Community should encourage on-going dialogue within the Gay and Lesbian Community on the issues of personal and structural racism and sexism.
- 6.) The Mayor's Liaison to the Gay and Lesbian Community should pursue complaints regarding racial and sex discrimination by gay and lesbian businesses.

EDUCATION

SUMMARY

Based upon preliminary discussions with Gay and Lesbian Community leaders, any study of the issues and needs of gay men and women demanded a review of the information available to the general public about homosexuality.

With the support and cooperation of the Superintendent of Schools, an Education Advisory Committee was carefully formed to probe the issue of available information and services in the Boston Public Schools. For many participants, the relationship between the Boston Public Schools and the Mayor's Office was unclear. The Mayor, it was explained, signs the School Department budget but has no direct authority over the policies and procedures of the Boston Public Schools. That is the domain of the School Committee.

The Boston Project Team, therefore, welcomed the participation of key School Department personnel, as well as that of State social service agency representatives. The Education Roundtable was held June 21, 1983 in the Mayor's Office of Policy Management.

Encouraging the Mayor to advocate for action in a variety of areas, the basic recommendations of the Education Advisory Committee were:

- 1.) Provide comprehensive sex education in the Boston Public Schools, which would include accurate information about homosexuality;
- 2.) Create an atmosphere which is conducive to mature discussion of the needs of gay and lesbian students through staff training and the issuing of appropriate directives;
- 3.) Provide the necessary resources to gay and lesbian students such as sensitive materials in the guidance offices and school libraries and create a residential care facility for troubled gay youth.

EDUCATION

ADVISORY COMMITTEE

<u>MS. TESS BOWDISH, R.N.:</u>	Health Services, Boston Public School System
<u>MR. THOMAS HEHIR:</u>	Manager of Student Support Services Special Needs, Boston Public School System
<u>MR. JAMES LEITNER:</u>	Assistant to the Mayor for Education and Human Services, Office of Policy Management, City of Boston
<u>DR. KIM MARSHALL, Ed.D.:</u>	Manager of Instructional Services, Boston Public Schools
<u>MR. ERIC ROFES:</u>	School Teacher and Author (<u>The Kid's Book of Divorce and Kid's Book About Parents</u>) Delegate to the White House Conference on Families, 1980 Chair, Boston Lesbian/Gay Political Alliance
<u>MR. KEN SMITH:</u>	Director of Administrative Services, Gay and Lesbian Counseling Services Director of Gay and Lesbian Hotline
<u>MS. JAN WELSH:</u>	Former Executive Director of Gay & Lesbian Counseling Services

EDUCATION

PARTICIPANTS

MR. JOHN J. DIGGINS:

Senior Advisor, Pupils Services, Boston
Public School System

MS. JANET FERONE:

Former 766 Coordinator
Schools for Children
The Dearborn Pre-vocational Unit, Cambridge,
MA
President of Boston Chapter of National
Organization for Women (NOW)

MS. DARLENE PLOSS:

Educational Liaison, Department of Youth
Services, Metropolitan Boston Regent, State
of Massachusetts

MR. JEFF SEIFERT:

Program Management Specialist, Department of
Social Services, State of Massachusetts

MS. DONNA TAYLOR:

Director, Exodus Center, Boston

EDUCATION
RECOMMENDATIONS

WE RECOMMEND THAT:

I. The Mayor should advocate:

A. With the School Committee and the Superintendent of Schools to:

1. Establish a comprehensive, broadly supported, age-appropriate sex-education program in the Boston Public Schools which would include accurate information about homosexuality;
2. Initiate monthly in-service training time for student support staff, which would include, among other topics, periodic education on the issues and needs of gay and lesbian students and their families, as well as effective means of addressing those issues;
3. Include gay-identified, qualified sex educators in the training of Boston Public School teachers to be sex educators;
4. Include gay-sensitive periodicals in counseling offices and books in the schools' libraries;
5. Issue a directive to all Boston Public School personnel that no person shall be denied services from or employment in the Boston Public Schools due to sexual orientation and that each employee is called upon to create an atmosphere of tolerance and support for the open discussion of the issue of homosexuality;
6. Create a support system and professional networking among counselors. This networking should include the development and distribution of resources available to counselors working with gay and lesbian students;
7. Direct the Institute for Professional Development to provide in-service training on the issues facing gay and lesbian youth.

B. With the Governor of Massachusetts to:

1. Direct the Department of Youth Services and the Department of Social Services to collaborate resources and to develop a coordinated agenda to establish alternative residential services for youths who are experiencing difficulties in the community;

2. Direct the Department of Youth Services to re-examine the funding for pre-trial diversion and restitution programs as apt treatments for gay and other troubled youths;
 3. Initiate periodic training for key Department of Youth Services and Department of Social Services personnel on the issues and needs confronting gay and lesbian youth;
 4. Direct the Department of Social Services to actively recruit counselors experienced in and sensitive to gay and lesbian issues;
 5. Work with the City in reviewing evaluation procedures to ensure professional objectivity and sensitivity to the needs of the student. Such a review is intended to correct the current deficiencies which all too often prescribe inappropriate treatment for gay and lesbian youth;
 6. Encourage the development of a residential care facility for gay and lesbian youth.
- C. With the Zoning Board of Appeals to secure approval for the establishment of a residential care facility for gay and lesbian youth.
- D. With the Boston Teachers Union to broadly disseminate public information on the existence of contract protections against discrimination based upon sexual orientation.
- II. The Commissioner of Health and Hospitals should initiate an in-service training program on the issues and needs of gay and lesbian youth for all Department of Health and Hospitals and affiliated Neighborhood Health Centers personnel working with students in the Boston Public Schools.
- III. The Mayor's Liaison to the Gay and Lesbian Community should:
- A. Facilitate the creation of a guide to the resources available in the Gay and Lesbian Community and ensure the widest possible distribution of that guide to key personnel in the Boston Public Schools and all public and private agencies working with gay and lesbian youth;
 - B. Continue dialogue and strategy sessions with key personnel in the Boston Public Schools and relevant public and private agencies on how to better meet the needs of gay and lesbian youth;
 - C. Lobby in the Gay and Lesbian Community for the creation of an agency, and the expansion of current organizational services, to address the needs of gay and lesbian youth;
 - D. Advocate in behalf of public and private funding and support of the Boston Alliance of Gay and Lesbian Youth (BAGLY).

PENAL INSTITUTIONS DEPARTMENT

SUMMARY

There are perhaps no gay male citizens who are more dependent upon City "services" for a longer period of time than those incarcerated in the Suffolk County House of Corrections. Twenty-four hours a day for nearly two years, they depend upon the City for food, shelter and safety. (Lesbians who are arrested for breaking the law, like non-gay women, are incarcerated in institutions outside the domain of the City.)

The Penal Institutions Department Roundtable informally began long before The Boston Project initiated its work. Commissioner Jim Roberts, who later helped coordinate the work of the Advisory Committee, had sent the Mayor's Liaison a request for training of staff on the issues and needs of gay men.

The Penal Institutions Department Roundtable was held on June 3, 1983, in the Mayor's Office of Policy Management. The primary focus was education and safety. While transsexuals and transvestites are generally heterosexual in orientation, they often are coupled with gay men for abusive treatment. For that reason, their concerns were also addressed.

The basic recommendations of the Penal Department Advisory Committee were:

- 1.) Ensure the safety of gay, transvestite and transsexual prisoners through comprehensive staff training and analysis of procedures and policies;
- 2.) Develop programs and encourage resources from the Gay and Lesbian Community to address the issues and needs of the staff and inmate population for counseling, support and education.

PENAL INSTITUTIONS DEPARTMENT

ADVISORY COMMITTEE

DR. GERRY GIBBS, Ph.D:

Former Director of Mental Health Programs,
Suffolk County House of Corrections (Deer
Island)

MR. G. LEE HARTE:

Prison Counselor

MR. JAMES A. LEITNER:

Assistant to the Mayor for Education and
Human Services, Office of Policy Management,
City of Boston

MR. JAMES F. ROBERTS:

Commissioner, Penal Institutions Department,
City of Boston

MS. URVASHI VAID:

Gay and Lesbian Prison Project, Gay
Community News

PENAL INSTITUTIONS DEPARTMENT

PARTICIPANTS

MR. KEITH BAKER: Former Director of Social Services,
Suffolk County House of Corrections

SENIOR OFFICER BRENDAN BIERCH: Deputy Superintendent, Suffolk County
House of Corrections

MR. GARY BOLLES: Senior Corrections Officer, Disciplinary
Officer, Suffolk County House of
Corrections

MS. KAY BOURNE: Director of Education Program, Suffolk
County House of Corrections

MR. KEVIN CRANSTON: Adult Advisor to Boston Alliance of Gay
and Lesbian Youth

MS. BEVERLY DAWN: Case Worker, Suffolk County House of
Corrections

MR. JOHN GIULIANI: Legal Advisor to Suffolk County House of
Corrections

MS. MARY PROSSER: Director of Legal Services, Suffolk County
House of Corrections, Attorney at Law

PENAL INSTITUTIONS DEPARTMENT

RECOMMENDATIONS

WE RECOMMEND THAT:

- 1.) The Mayor should prioritize increased and/or alternative funding of the Penal Institutions Department to ensure:
 - A. Renovation of facilities to comply with health, safety and occupancy legal standards;
 - B. The hiring and training of qualified and committed personnel;
 - C. The provision of necessary programming in the areas of education, counseling, substance abuse and support for both personnel and inmates.
- 2.) The Mayor should direct the Personnel Department, in cooperation with the Penal Commissioner, to advertise in the appropriate media for all staff positions at the House of Corrections, to include advertising in the gay and lesbian press.
- 3.) The Commissioner of the Penal Institutions Department should:
 - A. Issue a directive to all personnel underscoring that no inmate shall be denied equal treatment from and no person shall be denied employment in the House of Corrections due to sexual orientation;
 - B. Initiate and participate in periodic in-service training for all personnel on human sexuality, to include discussion of the special needs and issues of gay men, transsexuals and transvestites;
 - C. Inform all current and future inmates of the Penal Department's policy regarding non-discrimination on the basis of sexual orientation in the Inmates Guidebook and during orientation;
 - D. Provide all inmates, upon entrance into the Suffolk County House of Corrections, the name of a staff person who will serve as their personal contact;
 - E. Amend current policy which permits inmates to be present during in-take of new inmates;

- F. Develop an equitable grievance procedure policy which provides the necessary mechanisms to ensure that inmates can safely initiate, participate in and see to conclusion complaints about unprofessional conduct on the part of personnel. Discipline should be consistent;
 - G. Review existing policy on work and residence assignment to ensure equity, consistency and safety of inmates. Special attention should be given to the safety of transsexuals and transvestites;
 - H. Initiate and participate in training for inmates on human sexuality;
 - I. Initiate the development of an intervention and counseling process for the victims of sexual harassment and abuse.
- 4.) The Mayor and the Commissioner should advocate for:
- A. Review and amendment of processing from the Charles Street Jail to the House of Corrections to ensure the House of Corrections is provided appropriate information on the mental and physical well-being of inmates;
 - B. The issuing of a directive by the Sheriff to all personnel underscoring that no detainee shall be denied equal treatment from and no person shall be denied employment in the Charles Street Jail due to sexual orientation;
 - C. The initiation of in-service training in the jail for all key personnel on the issues and needs of gay and lesbian people.
- 5.) The Mayor's Liaison to the Gay and Lesbian Community, in cooperation with the Commissioner of the Penal Institutions Department, should:
- A. Encourage members of the Gay and Lesbian Community to volunteer their services as educators and counselors at the Suffolk County House of Corrections;
 - B. Provide to the House of Corrections' staff a comprehensive list of resources, to include qualified individuals for training staff, available in the Gay and Lesbian Community;
 - C. Review the adequacy of the books available in the House of Corrections' library on homosexuality and facilitate the remedying of any deficiency.



ARTISTS

SUMMARY

The word "artists" here is intended to be understood as including all those individuals and groups involved in creating and/or performing within the many disciplines of artistic expression.

The city of Boston is home to numerous gay and lesbian artists, many of whom, like their peers in other cities, create and perform without people knowing or often caring if they are homosexual. Most recently, many gay and lesbian artists are beginning to "come out", not only by affirming their homosexuality but also by creating and producing art which truly reflects their orientation.

The Artists Advisory Committee, which received tremendous support and encouragement from the Mayor's Community Services Administration (City Arts), scheduled a Roundtable for June 23, 1983 in the City Hall Gallery. To that they invited numerous artists, critics and representatives of private foundations to discuss: 1) whether artists can or should separate their sexual orientation from their work, and 2) how the City can increase the participation of and resources to gay and lesbian artists.

The basic recommendations of the Artists Advisory Committee were:

- 1.) Ensure the participation of gay and lesbian artists in City-sponsored events such as First Night and the presentation of works by gay and lesbian artists in City-sponsored galleries;
- 2.) Publicize City resources and advocate for private support of gay and lesbian artists.

ARTISTS

ADVISORY COMMITTEE

MS. VIRGINIA BOEGLI:

Independent Artist, Boston Center for the Arts, Past President, Boston Women's Art Alliance, Past President, Residents' Group, B.C.A.

MR. DAVID H. HOUGH:

Founder and Artistic Director, Triangle Theatre Company; Member of the Board, Studio Red Top (A Women's Loft)

MR. LEE RIDGWAY:

Music Director, Boston Gay Men's Chorus, Music Director, First Parish Unitarian, Universalist Church, Lexington, MA.

MR. DON P. STURDY:

Marketing Coordinator, American Repertory Theatre; Freelance Professional Singer

MR. MICHAEL WASSERMAN:

Program Director of City Arts, City of Boston

ARTISTS

PARTICIPANTS

<u>MR. EDWIN BAXTER:</u>	Assistant to President, "First Night"
<u>MS. DEBORAH BLACK:</u>	Director of Artists Services, The Artists Foundation
<u>MR. ROGER BOURLAND:</u>	Composer and member of "Composers in Red Sneakers"
<u>MR. ROYAL COLYD:</u>	President, The Boston Center for the Arts
<u>MS. PATRICIA DE ANGELIS:</u>	Dancer with "Clearing" Dance Company
<u>MS. ZAREN EARLS:</u>	President, "First Night"
<u>MR. SAL FERINELLA:</u>	Poet and artist at Boston Center for the Arts
<u>MS. SARAH HARRIS:</u>	Director of "First Night"
<u>MR. WES HORNER:</u>	Former Music Director, W.G.B.H. Television (Channel 2)
<u>MR. JAMES HULSE:</u>	Former Director, The Strand Theatre
<u>MR. RUDY KIKEL:</u>	Gay Poet and writer for <u>Bay Windows</u> newspaper
<u>MS. MARTY KINGSBURY:</u>	Artistic Director of Cauldron Experimental Theater
<u>MR. JOHN KOCH:</u>	Arts Editor - The Boston <u>Globe</u>
<u>MR. LARRY MURRAY:</u>	Photographer, writer and director for Arts Boston
<u>MR. WADE NICHOLS:</u>	Former Staff Member of the Boston Film Media Foundation Currently freelance writer
<u>MR. DANNY SLOANE:</u>	Choreographer, The Danny Sloane Dance Co.
<u>MR. FENWICK SMITH:</u>	Performer with Boston Symphony Orchestra
<u>MS. PRISCILLA PROUDWOMON STADLER:</u>	Poet and Artist at Boston Center for the Arts
<u>MS. COLLEEN STERLING:</u>	Visual Artist, Co-Founder & Co-Director of Studio Epona, Cambridge, MA
<u>MR. JAMES VETTER:</u>	Media Coordinator for Cambridge Forum Producer, Cambridge, U.S.A (WLVI Channel 56)
<u>MR. BRUCE-WELLS:</u>	Resident Choreographer, The Boston Ballet

ARTISTS
RECOMMENDATIONS

WE RECOMMEND THAT:

- 1.) The Mayor should continue to staff and budget the Community Service Administration (City Arts) Office and that Office should:
 - A. Work with the Mayor's Liaison to the Gay and Lesbian Community to foster the creation of a Gay and Lesbian Arts Coordinating Council to act as an umbrella organization for both individual artists and performance groups;
 - B. Continue to directly fund and provide technical support to gay and lesbian artists;
 - C. Solicit the work of gay and lesbian artists for City-sponsored or funded community events;
 - D. Provide information to gay and lesbian media and arts organizations on public and private resources available to gay and lesbian artists;
 - E. Sponsor Gay and Lesbian Arts events in conjunction with, though not restricted to, Gay and Lesbian Pride Week;
 - F. Publicize in City-sponsored or supported periodicals the existence and contributions of gay and lesbian artists.
- 2.) The Mayor should work with Gay and Lesbian Community leaders to secure and provide a safe, accessible and barrier-free facility for a Gay and Lesbian Community Center, one purpose of which should be to provide space for the management, performance and display of gay and lesbian art.
- 3.) The Mayor should advocate for:
 - A. Increased public awareness, through the media, of the contributions of gay and lesbian artists;
 - B. The involvement of gay and lesbian artists in artists-in-residence programs in the Boston Public Schools;
 - C. Including accurate information about the work of gay and lesbian artists throughout history in all relevant classes in Boston Public Schools;

- D. Support of the work of gay and lesbian artists by relevant public and private agencies;
 - E. The inclusion of gay and lesbian artists on the decision-making bodies of public and private agencies which provide support to artists.
- 4.) The Mayor should ensure that the Cable Television Network provide appropriate access to the Gay and Lesbian Community.
 - 5.) The Mayor's Liaison to the Gay and Lesbian Community should periodically bring together, for the sake of information-sharing, gay and lesbian artists and providers.

NEIGHBORHOODS

SUMMARY

On July 25, 26 and 27, 1983 the Neighborhood Advisory Committee hosted public hearings in City Hall's Hearing Room to document the experiences of gay men and lesbians living in Boston's various neighborhoods. These three-hour sessions were designed to optimize the participation of the Gay and Lesbian Community in the Project and to supplement the testimony given at the various Roundtables and Special Inquiry Panels. The Hearings, which were promoted through press releases to all daily and weekly papers and to gay and lesbian periodicals, were held in City Hall, rather than in the neighborhoods, to minimize the security risk for the testifiers.

Respondents to The Boston Project Survey represented every neighborhood in the city, with the exception of Chinatown. The highest concentration of respondents live in the Back Bay, Beacon Hill, the Fenway, the South End, Dorchester, Jamaica Plain, Allston and Brighton. The majority of the people who testified at the Neighborhood Hearings also live in these areas. The experiences of the testifiers varied dramatically with regard to relationships with the police and the sense of safety they felt in their neighborhoods.

The basic recommendations of the Neighborhood Advisory Committee were:

- 1.) Ensure the safety of gay and lesbian residents of neighborhoods by convening department heads, church, civic and business leaders and representatives of the Gay and Lesbian Community to address the issue and to devise strategies;
- 2.) Increase police presence in areas where gay men and lesbians are victimized, such as in neighborhoods which host gay and lesbian bars.

NEIGHBORHOODS

ADVISORY COMMITTEE

<u>MS. DYMOND AUSTIN:</u>	Affirmative Action Office, Northeastern University Resident of Roxbury
<u>LT. DONALD DEVINE:</u>	Police Liaison to the Gay and Lesbian Community, Boston Police Department
<u>MS. ELLEN HAFFER:</u>	Director of Support Services, Department of Health & Hospitals, Division of Community Health Services, City of Boston
<u>MS. SHEILA KELLY:</u>	Resident of Jamaica Plain
<u>MR. TIMOTHY I. MCFEELEY:</u>	Attorney at Law, Past President of Bay Village Neighborhood Assn. Treasurer, Boston/Lesbian Gay Political Alliance
<u>MR. SALVATORE MORANO:</u>	Member, Los Papagayos Resident of East Boston
<u>MS. LISA SAVEREID:</u>	Deputy Director of Office of Policy Management, Mayor's Office, City of Boston
<u>MR. SANDY F. SMITH, JR.:</u>	Freelance Writer Resident of Brighton
<u>MR. ROBERT VOLKE:</u>	Director, First Year Writing Program, Boston University School of Law Member, Board of Directors, Beacon Hill Civic Association Member, Ward 5 Democratic Committee

NEIGHBORHOODS

TESTIFIERS

<u>MR. BOB ANDREWS:</u>	Beacon Hill
<u>MS. JOYCE CROWDER:</u>	Fields Corner, Dorchester
<u>MS. JANE DOE (pseudonym):</u>	Allston
<u>MR. CURT GARNER:</u>	Uphams Corner, Dorchester
<u>MS. RACHEL GREENBERG:</u>	Allston
<u>MR. JONATHAN HANDEL:</u>	Cambridge
<u>MR. JOSEPH HARPER:</u>	Dorchester
<u>MS. KRIS JACKSON:</u>	Allston
<u>MR. IAN JOHNSON:</u>	Roxbury
<u>MS. SHEILA KELLY:</u>	Jamaica Plain
<u>MR. LARRY KESSLER:</u>	Back Bay
<u>MR. FREDERICK MANDEL:</u>	Back Bay
<u>MR. KEVIN MCFADDEN:</u>	Codman Square, Dorchester
<u>MR. TIMOTHY MCFEELEY:</u>	Bay Village
<u>MR. SALVATORE MORANO:</u>	East Boston
<u>MS. DIANE S.:</u>	Dorchester on the South Boston Line
<u>MR. DAVID SCONDRAS:</u>	Fenway
<u>MS. ELLEN SIMONS:</u>	West Roxbury
<u>MR. MATT THALL:</u>	Fenway
<u>MR. ROBERT VOLKE:</u>	Beacon Hill

NEIGHBORHOODS

RECOMMENDATIONS

WE RECOMMEND THAT:

I. The Mayor should:

- A. Initiate and participate in a coordinated effort by key department heads, church, civic and business leaders and Gay and Lesbian Community representatives to identify and implement measures to eliminate homophobic harassment in the City's neighborhoods and provide support to gay and lesbian residents in those neighborhoods;
- B. Introduce and lobby for legislation which would prohibit all forms of discrimination based upon sexual orientation at the City level and lobby for all similar legislation at the state and federal level;
- C. Review and amend all City departmental rules and regulations to reflect City policy which prohibits discrimination based upon sexual orientation;
- D. Amend the Fair Housing Ordinance and Home Rule petition to allow same-sex couples to rent one and more bedroom apartments;
- E. Strongly enforce and publicize existing legislation which prohibits discrimination in housing which is based upon sexual orientation;
- F. Direct the Boston Police Department, the Department of Health and Hospitals and other service delivery departments to initiate and implement comprehensive, periodic in-service training for all supervisory personnel, as well as those employees who deal with the public on a regular basis, on the special issues and needs of gay and lesbian citizens;
- G. Direct the Boston Police Department to:
 1. Ensure the safety of patrons of gay and lesbian bars and of residents in those areas by providing more uniformed police presence in the vicinity as necessary;
 2. Provide special training for Community Service and Juvenile Officers on the appropriate means of addressing issues raised by gay men and lesbians;
 3. Actively recruit gay and lesbian citizens to become Police Officers and Police Cadets by including non-discrimination statements in all advertising and by placing ads in gay and lesbian periodicals.

- H. Direct the Department of Health and Hospitals to encourage use by gay and lesbian citizens of Neighborhood Health Centers by providing a supportive environment and promoting services in gay and lesbian periodicals;
- I. Continue to coordinate public and private responses in Boston to the AIDS crisis and seek, through the City Council, the funds necessary to meet related needs as they are identified by the Mayor's Committee on AIDS.

II. The Mayor should advocate for:

- A. The inclusion of a comprehensive, broadly supported, age-appropriate sex-education curriculum in the Boston Public Schools which would include the presentation of accurate information about homosexuality and for the training of school staff on the issues and needs of gay and lesbian students;
- B. Outreach by Community School Councils to gay and lesbian residents to assist in the designing of a comprehensive presentation on human sexuality as part of the Community School programs;
- C. Funding by public and private agencies of existing and future organizations addressing themselves to the needs of gay men and lesbians in the City of Boston.

III. The Mayor's Liaison to the Gay and Lesbian Community should:

- A. Promote the development of Gay and Lesbian Neighborhood support groups;
- B. Work with the Police Liaison to bring gay and lesbian residents together with Police Officers assigned to those neighborhoods for the sake of dialogue and increased sensitivity to each other's needs and encourage the participation of gay and lesbian people in existing community groups which serve this purpose;
- C. Compile and disseminate a list of civic organizations which welcome and encourage gay and lesbian involvement and promote such involvement by gay and lesbian citizens.

RELATED RECOMMENDATIONS

In the course of The Boston Project Special Hearings and Roundtables, recommendations were made, with the consensus of the Advisory Committees, which were not limited to the issues and needs of gay and lesbian citizens. These recommendations, listed according to the topic area in which they were made, are:

POLICE

We recommend that the Mayor should direct the Police Commissioner to issue a Special Order on the proper use of Protective Custody, the legal requirement of administering a breathalyzer and the procedure on use of the telephone by those taken into protective custody.

WOMEN

We recommend that the Personnel Department should investigate and prepare a proposal on the provision of day care facilities for City employees.

PEOPLE OF COLOR

We recommend that the Mayor should advocate for a change in procedure in the City Clerk's Office to allow the issuing of marriage licenses and certificates to foreign-born, non-residents of the United States.

NEIGHBORHOODS

We recommend that the Mayor should support the evaluation and coordination efforts of the Arson Prevention Commission and secure, through City Council, increased funding for arson training, prevention, investigation and prosecution.

We recommend that the Mayor should institutionalize and expand the efforts to expedite the sale of vacant housing and buildings to responsible, prospective buyers.

We recommend that the Mayor should advocate for the development of limited and sweat equity cooperatives as alternatives for housing.

THE BOSTON PROJECT SURVEY

SUMMARY

The greatest challenge of The Boston Project Team was designing a means to secure accurate information from a significant number of gay and lesbian residents of the city without violating privacy or raising anxiety. The ability of gay men and lesbians to remain invisible has historically guaranteed their safety from most forms of discrimination. (Some would argue, however, that it also contributed to other forms of oppression.)

With nearly a 25% rate of return on the 6000 questionnaires distributed, the Survey is one of The Boston Project's most tangible successes. In addition to previously undocumented demographic information about 1500 gay and lesbian citizens, the Survey results offer the City and the Community more information about incidences of discrimination and abuse, and attitudes about political involvement than any other source has done to date. Given the penchant of some government leaders to publicly claim there is no discrimination against gay and lesbian people, these statistics are critically significant.

The model for this survey, created by the Mayor's Office of Survey Research and the Boston Project Team, in conjunction with representatives of the Gay and Lesbian Community, can and should be used by other governmental and social service agencies to secure valuable data on an all-too-often "invisible minority". The results of The Boston Project Survey were made public in October, 1983. What follows is a synopsis of those results.

SURVEY RESULTS

SUMMARY

DISCRIMINATION DUE TO SEXUAL ORIENTATION

- * More than half (53%) of the individuals surveyed indicated that they had experienced overt acts of discrimination or ill-feelings which they believed were due to their sexual orientation.

PHYSICAL ATTACK

- * Of the 1,340 individuals surveyed, nearly one-quarter (24%) or one out of every four felt that because of their sexual orientation, they had been physically attacked in the City of Boston.

VERBAL ABUSE

- * Three out of every four of the individuals surveyed (76%) indicated they had been subjected to verbal abuse in the City of Boston due to their sexual orientation.

SEXUAL ASSAULT

- * Three percent, or 42 individuals of the 1,340 surveyed, indicated they had been sexually assaulted due to their sexual orientation.

VANDALISM/ROBBERY/ARSON

- * More than one out of every five respondents (21%) stated that they had been a victim of vandalism, robbery, or arson because of their sexual orientation.

EMPLOYMENT

- * One out of every five (20%) of the individuals surveyed felt they had been discriminated against in employment due to their sexual orientation.
- * More than one out of every four (28%) agreed that they would either be fired or find their working environment most uncomfortable if their employer learned of their sexual orientation.
- * More than one out of every four (28%) of the individuals surveyed believed they would find their working environment most uncomfortable if their co-workers should learn of their sexual orientation.

HOUSING

- * More than one out of ten of the respondents surveyed (13%) felt they had been discriminated against in owning or renting housing because of their sexual orientation.

- * More than one out of ten of the respondents surveyed (11%) indicated they would be afraid to entertain an exclusive crowd of lesbians and gay men in their own home for fear of what the neighbors might say or do.

HEALTH CARE

- * One out of every ten of the individuals surveyed (10%) stated they had experienced discrimination in the provision of health care which they felt was due to their sexual orientation.

SOCIAL SERVICES

- * Only one out of every twenty (5%) surveyed felt they had been discriminated against in the provision of social services due to their sexual orientation.

CITY SERVICES

- * Less than one out of every five (17%) of the individuals surveyed felt they had been discriminated against in some form by a department of the City of Boston because of their sexual orientation.

BOSTON POLICE DEPARTMENT

- * More than one out of ten (13%) of those surveyed felt they had been discriminated against in some form by the Boston Police Department due to their sexual orientation.

FEAR OF REJECTION BY IMMEDIATE FAMILY OR CLOSE FRIENDS

- * More than one quarter or one out of every four surveyed (27%) had not "come out" to their own immediate family and close friends.

DISCRIMINATION WITHIN THE COMMUNITY ITSELF

- * More than three out of every five surveyed (65%) did not feel that Blacks, Hispanics, and Asians were accepted as full and equal members at all gay and lesbian business establishments and organizations.
- * Seven out of every ten (70%) surveyed did not feel that all gay and lesbian organizations and business establishments operated without discrimination due to one's gender.

DEMOGRAPHICS

SEX

- * More than four out of every five of the respondents (81%) were male with 78% identifying themselves as gay and 3% as bisexual. Of the 19% surveyed who were women, 18% identified themselves as lesbian and 1% as bisexual.

AGE

- * The majority of respondents (50%) were aged 25-34. More than one-third (36%) fell in the broader age category of 35-54 years old. The remaining 14% were between the ages of 18-24 (11%), 55-64 (2%), or 65 years or older (1%). Only one respondent was under 18 years of age.

INCOME

- * Approximately half of the respondents (48%) reported earning an annual income of \$20,000 or more. Of these, 27% reported an income of \$20,000-\$30,000, 11% an annual income of \$30,000-\$40,000, and 10% an annual income of \$40,000 or more. More than a third of the respondents (36%) earned between \$10,000 and \$20,000 with the remaining 16% of the respondents reporting an annual income of \$10,000 or less.

RELATIONAL STATUS

- * The majority of respondents (53%) were in a lover/partner relationship with another individual. More than one-third (36%) indicated they were living together with that individual while the remaining 17% stated they lived apart from their lover or partner. Respondents who were single accounted for 47% of the sample.

LEGAL MARITAL STATUS

- * The overwhelming majority of individuals surveyed (88%) described their legal marital status as single. Approximately one out of every ten (9%) had been married and divorced and 1% indicated they were legally separated from their spouse. Two percent of the individuals surveyed were currently married and three individuals, which constituted 0% of the sample, were widowed.

CHILDREN

- * Eight percent of the respondents were parents, while 92% responded they had no children.

RACE

- * More than nine out of every ten individuals surveyed (93%) were white. Of the remaining sample, 5% were black, 2% were Hispanic, and 1% described their race as "other". Only two individuals described themselves as Asian which constituted 0% of the sample.

RELIGIOUS IDENTIFICATION IN CHILDHOOD

- * When asked which religion, if any, they were raised as a child, 37% indicated a Protestant denomination, 47% stated Catholic, 11% responded Jewish, and 5% indicated they were not raised with any religious identification.

CURRENT RELIGIOUS IDENTIFICATION

- * When asked which religion, if any, they identified with today, nearly half (49%) indicated they had no religious affiliation. A little less than one out of every four (23%) considered themselves Catholic, while 18% identified with some Protestant denomination. Approximately one out of ten (9%) identified their religious affiliation as Jewish and 1% indicated an identification with a religion other than Catholic, Protestant or Jewish.

EDUCATION

- * Seven out of every ten (70%) of the individuals surveyed had an educational background of a four year college degree or more. Approximately one-quarter (24%) were four year college graduates, 15% had completed some post graduate work and 31% had received a post college graduate degree. Of the remaining 30%, 6% indicated they were two year college graduates, 17% responded that they had finished some college work, 7% were high school graduates and 1% had finished some high school. Three individuals, which constituted 0% of the sample, indicated their education was limited to elementary school.

POST GRADUATE EDUCATION

- * Of the 401 individuals or 31% of the sample who had received a post graduate degree, 37 were physicians, 44 were lawyers, 7 were dentists, and 65 held a Ph.D. or an Ed.D. The majority of post graduate degrees were for a Master of Arts obtained by 131 respondents. The remaining graduate degrees were earned in the areas of Science (26), Business Administration (27), Education (26), Social Work (25), Fine Arts (9), Architecture (5), Divinity or Theology (4), and Library Science (3).

SERVICE IN ARMED FORCES

- * Approximately one out of every five (18%) of the individuals surveyed had served in the United States armed forces or the national guard.

PHYSICAL DISABILITY

- * Only one out of every twenty (5%) of the individuals surveyed indicated they had a physical disability.

HOUSING

- * Nearly seven out of every ten (69%) of the respondents rented the home or apartment in which they lived. One out of every three (30%) owned their residence and 1% lived at home.

TYPE OF HOUSING

- * Less than one quarter (22%) of those surveyed lived in either a single family house (8%) or condominium (14%). More than one third (35%) lived in a two to four family house with the remaining 43% stating they lived in an apartment building or complex.

NUMBER OF HOUSEHOLD MEMBERS

- * The overwhelming majority of respondents (84%) either lived alone (43%) or with one other individual (41%). Less than one out of ten (9%) lived with two other individuals, while the remaining 8% indicated they lived in a four member household (4%), a five member household (2%), or in a household with six or more members (2%).

YEARS OF RESIDENCE IN BOSTON

- * More than two out of every five (46%) surveyed had resided in the City of Boston for 5 years or less. One out of every five (21%) had lived in Boston for 6-10 years and more than a quarter (26%) had lived in the city for ten or more years. Only 8% of the sample indicated that they had been born in Boston.

RESIDENCE PRIOR TO BOSTON

- * Of the respondents not born in Boston, the majority (62%) had lived outside Massachusetts prior to moving to Boston. More than one out of five (22%) had lived in an eastern state other than in New England, 14% had lived in a New England state other than Massachusetts, 12% were from the Midwest, 6% were from the South, 5% were from a western state and 3% were from a country other than the United States. Of the 39% from the State of Massachusetts, 19% had lived in a Boston suburb and 20% had lived outside Metropolitan Boston prior to moving to the city.

NEIGHBORHOOD

- * More than three out of every five (62%) of the individuals surveyed lived in the downtown neighborhoods of the South End (29%), Back Bay/ Beacon Hill (23%), the Fenway (8%) and Downtown Central (2%). The majority of the other respondents lived in Jamaica Plain (10%), Allston/Brighton (9%), and Dorchester (9%).

YEARS OF RESIDENCE IN NEIGHBORHOOD

- * The majority (73%) of individuals surveyed had lived in their current neighborhood for five years or less, with 15% indicating they had lived there less than one year, 27% stating one to two years, and 31% indicating they had lived in their current neighborhood from three to five years. Of the 28% of the respondents who had lived in their current neighborhood for more than five years, 15% had been residents for six to ten years, 11% had been residents for ten years or more and 2% were born in the neighborhood.

EMPLOYMENT STATUS

- * Nearly three out of every four individuals (73%) were employed full-time. Of the remaining survey sample, 5% stated they were employed part-time, 14% were self-employed, 4% indicated they were unemployed, 4% were students and 1% stated they were retired.

CURRENT OCCUPATION

- * More than one out of every ten of the individuals surveyed (11%) were employed in the fields of Finance, Banking, Insurance, or Real Estate. Another 11% were employed in the health field, either as a physician, dentist and related practitioner (4%) or as a health worker (7%). Individuals employed in an area of food and beverage service accounted for 8% of the sample, social services (7%), arts, recreation and entertainment (6%), academics (6%), rental and sales (5%), communications (5%), clerical (5%), legal (4%), laborers in construction or manufacturing (2%), elementary and secondary school teachers (3%), government (3%), craft or trade (3%), construction (2%), engineering (2%), transportation (2%), administration and management (2%), and computers (2%). Other careers or occupations included manufacturing (1%), technician (1%), religious (1%), architect (1%), publishing/editor (1%), librarian (1%), graphic designer and printer (1%) and other (4%).



SURVEY METHODOLOGY

By Tom McNaught

In cooperation with Boston Project staff, the City's Survey Research Office designed an initial draft of a questionnaire which sought to provide both the City of Boston and the Gay and Lesbian Community a more accurate representation of the Community's diversity. In addition to the standard demography found in U.S. Census data, the survey questionnaire also sought to measure incidences of discrimination, both actual and perceived due to the respondent's sexual orientation and to identify attitudes about and levels of participation in the government process. Following the completion of the initial draft by the Survey Research Office, The Boston Project requested the participation of representatives of Boston's Gay and Lesbian Community in finalizing the content of the survey questionnaire and assisting in the development of a methodology for its distribution.

The Boston Project Demographic Advisory Group was first convened on March 4, 1983. In attendance were representatives from the Exodus Center, Gay Men's Professional Association, Dignity, Watchline, Gay and Lesbian Counseling Services, the Mayor's Survey Research Office and The Boston Project. Members of the Advisory Group were asked to review the initial draft of the Gay and Lesbian Profile Survey. Each question was reviewed by the group and extensive modifications were made on several questions where there was consensus that the wording was unclear, choices were not mutually exclusive, or the subject material of the question was not within the purview of The Boston Project study. On April 11, 1983, The Boston Project mailed the revised version of the survey questionnaire to all members of the Demographic Advisory Group with the request that members review the final draft and offer any additional revisions prior to the City's printing of the survey instrument.

Members of the Demographic Advisory Group met again on May 18, 1983, to finalize plans for the distribution of the survey and to discuss strategy of securing a representative cross-section of Boston's Gay and Lesbian Community. In attendance at this meeting were representatives of the Black Men's Association, Gay and Lesbian Counseling Services, the Exodus Center, Watchline, Gay Men's Professional Association, the Mass. Bay Counseling Association, the Mayor's Survey Research Office and The Boston Project. While all members of the Advisory Group were in agreement that sending the survey to gay and lesbian organizational mailing lists was the best manner in which the distribution of the survey could be controlled, concern was expressed that information gathered from gay men and lesbians who allowed their name to be included on an organizational mailing list would not be a truly representative sample of Boston's entire Gay and Lesbian Community. These individuals, it was argued, represented that segment of the Community who were more likely to be "out of the closet". Sampling of this population would exclude individuals who were non-joiners, individuals who were afraid to allow any gay or lesbian-oriented literature to be mailed to their home, individuals who chose to channel their political or social activity in areas that were not specifically gay or lesbian oriented, or individuals who might not be economically able to afford the cost of a subscription to a gay publication or the dues of a gay or lesbian organization.

Some members suggested that the survey be distributed at gay and lesbian bars and at major events, such as the Gay and Lesbian Pride Parade, in an attempt to secure a wider sampling of the Community. The major difficulty in undertaking this additional approach for distribution were the problems of screening for Boston residents and the fact that this sampling would also be skewed toward that segment of the Community who patronized bars or who were out enough to march in a parade. Recognizing the impossibility of obtaining a truly representative sample and cross-section of Boston's Gay and Lesbian Community, The Boston Project Demographic Advisory Group agreed that the distribution of the survey would initially be limited to those individuals whose names were listed on confidential mailing lists. If The Boston Project were unable to secure responses from a minimum of 1,000 individuals, the Advisory Group would meet again to discuss other methods for distribution of the survey.

Boston Project staff approached or attempted to contact every gay and lesbian organization in the Boston Metropolitan area with the request that they participate in the distribution of the survey. Organizations or businesses responding favorably to the initial informal request were sent a follow-up letter which confirmed their willingness to mail the survey and which provided guidelines on the manner in which the survey was to be distributed. Organizations were asked to screen their confidential mailing lists for individuals having a Boston zip code. Once they had provided an exact count of Boston residents on their mailing lists, The Boston Project would deliver a corresponding number of surveys, business reply envelopes, and 20 cent U.S. postage stamps. A sample cover letter was also provided with the request that some form of identifying cover letter from the organization be enclosed with the survey to allay any fears members might have about the confidentiality of the mailing list. The survey itself also contained a written explanation on the front cover, outlining the purpose of the anonymous survey and guaranteeing the confidentiality of the respondent. It also encouraged recipients of the survey to contact The Boston Project by phone should they desire additional surveys for friends who may not be included on an organizational mailing list.

Surveys completed and returned by respondents were delivered directly to the Mayor's Survey Research Office where they were immediately coded and data processed. In the course of the summer, three preliminary print-outs were run to provide The Boston Project with an indication of the breakdown of respondents. These preliminary results indicated a less than satisfactory sampling of lesbians and minority gay and lesbian citizens and every attempt was made to enlist the cooperation of additional organizations specifically oriented to these sub-samples.

A total of 27 gay and lesbian organizations or businesses cooperated in the distribution of 5,420 surveys. An additional 304 surveys were mailed to 42 individuals who had personally contacted The Boston Project and who wished to distribute them to friends not included on an organizational list. Of the 5,724 Gay and Lesbian Profile surveys mailed or distributed during the months of June, July, and August 1983, a total of 1,340 or 23% were returned by September 1, 1983. While additional surveys continued to arrive after this date, The Boston Project found it necessary to institute a cut-off date to provide sufficient time to analyze and report the findings.

THE BOSTON PROJECT METHODOLOGY

By Gary Laforest

Conditions and Limitations

While enthusiastic and optimistic, we approached the work of The Boston Project with a measure of critical realism. This Project was the first time in Boston, and perhaps in the country, that the needs of this invisible and significant minority were assessed systematically and comprehensively. However, the accomplishments of this work are both limited and conditioned.

The Project is limited because we were only able to measure the major issue areas presently affecting Boston's Gay and Lesbian Community. In a sense, we took the first soundings in mostly uncharted waters. It is only with time that we will be able to increase specific working knowledge of these major issues and identify new ones as they emerge. The active participation of knowledgeable and capable representatives of both City government and the Community, however, has assured a significant beginning to this policy initiative.

The Project is also conditioned by the scope of City government and the present state of development of the Gay and Lesbian Community. By its nature, the City can address issues either through advocacy or by administrative action, the breadth of which is defined by the City Charter. While we addressed ourselves to how existing services might be tailored to better meet the needs of gay and lesbian residents, we found that many of the issues raised by this Project fell within the domains of State social service agencies, other levels of government, the Church, or the private sector.

One of the initial problems for the Project was that there were artificially high expectations by some members of the Community of what City government could do. Boston's gay and lesbian citizens, like other minority group members, have had their expectations for change raised falsely in the past. The frustrations and feeling of disappointment that come from such situations could "chill" anyone's desire to become involved in a task like The Boston Project. However, the community recently witnessed a growth in both the breadth and strength of its organizations resulting in a new optimism. It was this optimism that we tapped, while at the same time, avoiding the making of grandiose promises which would only contribute to an increased sense of frustration and alienation.

Preliminary Obstacles

The accurate mapping of the needs of this minority, made invisible by fear of disclosure, has been a long, complex process. The usual avenues of study open to social scientists -- statistical and qualitative methods of inquiry -- were enormously complicated by the camouflaging of sexual orientation made necessary by a hostile culture. For instance, if we were to apply the generally accepted conservative 10 percent standard (Kinsey, 1948, 1953) to the population of Boston's neighborhoods (1980 U.S. Census), we would arrive at the following figures:

<u>Population</u>	<u>General Population</u>	<u>Homosexual</u>
Allston/Brighton	65,264	6,526
Beacon Hill/West End	14,894	1,489
Waterfront/North End	11,639	1,163
South End	29,611	2,961
Back Bay/Fenway	49,517	4,951
Charlestown	13,364	1,336
East Boston	32,178	3,217
South Boston/Islands	31,821	3,182
Roxbury/Mission Hill	55,567	5,556
Dorchester	75,032	7,503
Neponset/Mattapan	61,572	6,157
Roslindale	33,229	3,322
Jamaica Plain	27,987	2,798
West Roxbury	28,793	2,879
Hyde Park	<u>32,526</u>	<u>3,252</u>
TOTALS	562,994	56,299

However, the leadership of the Gay and Lesbian Community disputed this breakdown as conservative in some areas and overstated in others. They argued that in some neighborhoods, gay men and lesbian women are in the majority. But, there are no hard statistics to support or disprove either of those estimates. Further, there is no scientifically sound way of gathering such statistics without violating gay and lesbian rights to privacy and escalating the fear that such disclosure would bring. This fear of loss of privacy created an administrative dilemma for City officials: While the needs of gay and lesbian citizens are real and must be addressed, the usual scientific routes to discovering those needs, how many citizens are affected, where services should be channeled, etc., could not be used to devise, implement and evaluate policies which affect these citizens.

There was one additional factor, which complicated the effectiveness of The Boston Project. In general terms, it can be described as a "theory vs. practice" dilemma. Inquiry into a social situation often leads to the formulation of policy recommendations that are simply not practical. They make sense in the context of hearings, conferences, and reports, but not as part of the day-to-day work of an administrator or agency. Any process which intends to construct an effective policy must bring City administrators and community representatives together to also produce thoughtful predictions about the practical consequences of their recommendations. Alternative paths to solve a problem must be developed and an "all or nothing" strategy must be avoided. Alternative policy recommendations which present probable administrative consequences make effective action by City officials more likely. Because of these assumptions, The Boston Project sought to develop a practical blueprint for both effective advocacy and action by actively involving Community representatives and City administrators in every aspect of its work.

Objectives, Structures, Process and Outcomes

Objectives: In light of the obstacles and limitations that conditioned the work of this needs assessment, The Boston Project was designed to achieve five major objectives:

1. to increase awareness among City administrators of the needs of gay and lesbian citizens;
2. to begin to reduce the effects of the feelings of disenfranchisement among gay and lesbian citizens;
3. to increase city-wide understanding of the special needs of gay and lesbian people;
4. to lay the foundation for continuing dialogue about gay and lesbian life in the city;
5. to add to current thinking and research in the field of effective policy-making, especially in an urban setting.

To achieve these objectives, we proposed a four-pronged outreach program to gather information which was accurate, understandable and useful for designing effective policy. They were: (1) Demographic Information Review and Evaluation, (2) Roundtable Discussions, (3) Special Inquiry Panels and (4) Hearings on the Quality of Neighborhood Life.

Structure and Process:

Overall supervision of The Boston Project was provided by Micho Spring, the Deputy Mayor for Policy Management. The Project Team, which was responsible for the design, implementation, and evaluation of all of the Project's activities, was comprised of:

Brian McNaught: Director of the Project and the Mayor's Liaison to the Gay and Lesbian Community

Gary Laforest: Project Manager and Program Design Consultant

Lisa Christie: Assistant Project Manager and Coordinator for Lesbian Issues.

They were supported in their work by members and staff of the Mayor's Policy Management Office. Participating in all aspects of the Project were representatives of both City government and the Gay and Lesbian Community.

The four facets of the Project that were in operation during the months of February through September of 1983 functioned in the following ways:

Demographic Information: (See "Survey Methodology") City researchers and members of community organizations worked with the Project Team to piece together as clear a picture of the Gay and Lesbian Community as could be constructed. The survey, which resulted from their efforts, became a vital means whereby some 1,500 gay and lesbian citizens were able to express their opinions about the quality of City services and Gay and Lesbian Community life. They did so without violating their right to and need for anonymity.

Roundtables:

A Roundtable was defined as a day-long intensive summit conference for City Administrators and leaders and experts of the Community in a specific issue area. In general, we expected three outcomes to each of our Roundtables: 1) transcripts of discussions and presentations, 2) written papers on the issue being discussed, and 3) policy recommendations for the City.

Five Roundtables were organized: Women's Concerns; People of Color; Education; the Penal Institutions Department and Artists. Each of the Roundtables were set up and run as follows:

1. The Boston Project Team selected an Advisory Committee which helped in setting an agenda, selecting panelists and in other participants, and in reviewing and evaluating the process and content of the completed conference;
2. All of the Roundtables were held at City Hall;
3. Discussions and presentations were taped, transcribed and edited. These edited transcripts were added to other written submissions -- papers, articles and memoranda -- to form the Roundtable Reports; (Volume II, The Boston Project Proceedings)
4. The recommendations of each of the Roundtables were then integrated into an overall review process by the Mayor's Office of Policy Management which provided the City with a comprehensive agenda. (Executive Summary)

Special Inquiry Panels:

A Special Inquiry Panel was a means of conducting a series of hearings on sensitive issues. The format allowed representatives of the City and the Community to gather in-depth testimony from Community members and experts. The three areas that were probed by Special Inquiry Panels were: Police and Community Relations, Human Services and Health and Hospitals. The hearings, like the Roundtables, were held in City Hall or in other City facilities.

The Special Inquiry Panels functioned as follows:

1. The Project Team selected a Panel facilitator and a group of panelists. Criteria for selection included the individual's ability to objectively hear what was being expressed and to translate that testimony into practical policy recommendations;
2. The Panel facilitator was responsible for the smooth process of his or her panel. The facilitator worked with the Project Team in selecting hearing sites, setting times and dates, choosing witnesses and establishing the order of testimonies;
3. The testimony given during these sessions was transcribed and used as a basis for policy recommendations made by panelists; (Volume I, The Boston Project Proceedings)
4. The panelists then worked with the Project Team and other consultants to translate the hearing transcripts into workable policy recommendations for the final report to City administrators. (Executive Summary)

Community Life and the Neighborhoods:

Hearings on the quality of neighborhood life for gay and lesbian residents were also held in City Hall. Structured like the Special Inquiry Panels, but run in the spirit of the Roundtables, these hearings secured testimony from leaders of community action groups as well as from individual citizens. The testimonies and written submissions of these hearings were used by the Advisory Committee and the Project Team as a basis for policy recommendations.

Outcomes:

At the completion of the information-gathering phase of The Boston Project, the following outcomes were produced: 1) an Executive Summary report, and 2) a two volume report of the Project Proceedings.

These documents were produced during the months of July through November, with the final reports scheduled for December, 1983. At the completion of the information-gathering phase, the Project Team worked with the Mayor's Policy Management staff to integrate the work of the various Panel and Roundtable Advisory Committees and demographers into a comprehensive, cohesive policy agenda.

BOSTON PUBLIC LIBRARY



3 9999 05690 1554

